

URBAN/MUNICIPAL

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1987

MINUTES
OF THE PROCEEDINGS
OF THE
BOARD of EDUCATION
FOR THE
CITY OF HAMILTON

1987



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TO THE

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THE BOARD OF EDUCATION

1986 - 1987

Trustees Elected by Public School Electors

Ward No. 1—	MRS. M. S. BASKIN	Term ends	1988	11	30
" "	1—R. D. McMURRICH	" "	1988	11	30
" "	2—MRS. L. VINE	" "	1988	11	30
" "	2—R. WEBB	" "	1988	11	30
" "	3—MRS. S. M. BELL	" "	1988	11	30
" "	3—J. RUDDLE	" "	1988	11	30
" "	4—R. E. MULHOLLAND	" "	1988	11	30
" "	4—MRS. R. VAN HORNE	" "	1988	11	30
" "	5—CANON J. H. ROGERS	" "	1988	11	30
" "	5—MISS M. CUNNINGHAM	" "	1988	11	30
" "	6—MRS. J. L. DEANS	" "	1988	11	30
" "	6—MRS. M. E. LOWE	" "	1988	11	30
" "	7—MISS H. DETWILER	" "	1988	11	30
" "	7—P. C. KENNEDY	" "	1988	11	30
" "	8—MRS. M. C. CLARKE	" "	1988	11	30
" "	8—W. R. HICKS	" "	1988	11	30

Trustees Elected by Separate School Electors

A. V. DI IANNI	Term ends	1986	12	31
J. C. FLAHERTY	" "	1986	12	31
C. P. FROSINA	" "	1986	12	31
T. J. GALLAGHER	" "	1986	12	31
G. MACALUSO	" "	1986	12	31
D. C. MAGUIRE	" "	1986	12	31

French Language Education Council

Trustees Elected by French-Speaking Electors .

MRS. M. BARKER	Term ends	1988	11	30
J. DESMARAIS	" "	1988	11	30
H. PAQUIN	" "	1988	11	30

OFFICERS OF THE BOARD

A. J. KREVER, B.A., M.Ed.....Director of Education and
Secretary and Chief Executive Officer

J. PENNER, B.A.....Business Administrator / Treasurer

C. G. W. McKAGUE, B.A., M.Ed., M.S., (Ed.)....Superintendent
of Curriculum and
Special Services

K. A. RIELLY, B.A., B.Ed., M.S. (Ed.).....Superintendent
of Operations

ORGANIZATION OF THE BOARD

RUTH VAN HORNE, CHAIRMAN

JOSEPH ROGERS, VICE-CHAIRMAN

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees M. Barker, M. C. Clarke, H. Detwiler, J. Rogers, J. Ruddle and R. Van Horne (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees M. Baskin, J. Desmarais, J. Ruddle, R. Van Horne (Chairman of the Board), one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

LIAISON COMMITTEE WITH HAMILTON-WENTWORTH ROMAN CATHOLIC SEPARATE SCHOOL BOARD

Trustees M. C. Clarke, H. Detwiler, H. Paquin and R. Van Horne (Chairman of the Board).

MINUTES
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1987

INAUGURAL MEETING

Board Room,
Education Centre,
1986 12 01.

The Board met with Mr. A. J. Krever, Director of Education and Secretary presiding.

Present: Trustees Barker, Baskin, Clarke, Cunningham, Desmarais, Detwiler, Di Ianni, Flaherty, Frosina, Kennedy, Lowe, Macaluso, Mulholland, Paquin, Rogers, Ruddle, Van Horne, Vine and Webb.

The Secretary then called for nominations for the position of Chairman of the Board.

Moved by Mrs. Baskin, seconded by Mr. Desmarais: That Mrs. Ruth Van Horne be Chairman of the Board of Education for the City of Hamilton for the year ending 1987 11 30. Carried.

Mrs. Van Horne took the chair and proceeded with the business of the meeting. She called for nominations for the position of Vice-Chairman of the Board.

Moved by Mr. Ruddle, seconded by Mr. Mulholland: That Canon Joseph Rogers be Vice-Chairman of the Board of Education for the City of Hamilton for the year ending 1987 11 30. Carried.

The other business of the meeting took place as follows:

Moved by Miss Cunningham, seconded by Mrs. Clarke: That the membership of the following committees be approved for the year ending 1987 11 30:

Special Education Advisory Committee

Trustees M. Baskin, J. Desmarais, J. Ruddle and R. Van Horne (Chairman of the Board), one representative from each of the local associations (not to exceed twelve) and one or more additional members not from the above groups.

**Supervised Alternative Learning for
Excused Pupils Committee**

Trustees M. Barker, M. C. Clarke, H. Detwiler, J. Rogers, J. Ruddle, and R. Van Horne (Chairman of the Board).

**Liaison Committee With the Hamilton-Wentworth
Roman Catholic Separate School Board**

Trustees M. C. Clarke, H. Detwiler, H. Paquin and R. Van Horne (Chairman of the Board).

The motion was carried.

Moved by Mr. Desmarais, seconded by Mrs. Barker: That Mr. Peter Kennedy represent this Board on the Hamilton Council of Home and School Associations for the year ending 1987 11 30. Carried.

Moved by Mr. Flaherty, seconded by Mr. Di Ianni: That Mrs. Mary Caye Clarke and Mr. Wes Hicks represent this Board on the Parks and Recreation Committee of City Council for the year ending 1987 11 30. Carried.

Moved by Mrs. Clarke, seconded by Miss Cunningham: That Mr. John Penner represent this Board on the Planning and Development Committee of City Council for the year ending 1987 11 30. Carried.

Moved by Mr. Kennedy, seconded by Miss Detwiler: That Mr. Robb Webb represent this Board on the Hamilton Safety Council for the year ending 1987 11 30. Carried.

Moved by Mrs. Barker, seconded by Mr. Webb: That Mrs. June Deans represent this Board on the Transport and Environment Committee of City Council for the year ending 1987 11 30. Carried.

Moved by Mr. Paquin, seconded by Mr. Kennedy: That Trustees Robb Webb, Marjorie Baskin and Mary Caye Clarke be the representatives of this Board on the Curriculum, Salary and Legislation Committees respectively of A.L.S.B.O. for the year ending 1987 11 30. Carried.

Moved by Mr. Webb, seconded by Mr. Mulholland: That Sandi Bell represent this Board on the Co-Operative Education Association for the year ending 1987 11 30. Carried.

Moved by Mr. Di Ianni, seconded by Mrs. Barker: That Mr. S. M. Halpern, Mr. E. L. Stringer, Q.C., and the firm of Evans, Philp be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1987 11 30. Carried.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That Spicer MacGillivray be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1987 11 30. Carried.

Moved by Miss Detwiler, seconded by Canon Rogers: That this meeting of the Board now recess and reconvene at 8:00 p.m. in the Auditorium of the Education Centre. Carried.

The members joined the many guests, staff, family and friends of the Chairman in the auditorium for the second half of the proceedings.

Mrs. Van Horne called on Rabbi Bernard Baskin to give the invocation following which she gave her Inaugural Address.

All members of the Board were introduced to the audience, including the three new members of the French Language Education Council — Hubert Paquin, Marie Barker and Jean Desmarais.

Father Kennedy, Chairman of the Hamilton-Wentworth Roman Catholic School Board and William Sears, Chairman, Regional Municipality of Hamilton-Wentworth brought greetings and wished Mrs. Van Horne continued success in the upcoming year.

Miss Lee Van Valkenburg, representing the Hill Park Student Council came forward to present the gavel to the Chairman.

The Chairman then introduced the Barton Singers, under the leadership of Mr. John Packer, accompanied by Oksana Sushko on the piano, who entertained the audience.

The members and guests were invited to partake of refreshments at the conclusion of the ceremonies.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

INAUGURAL ADDRESS

Honoured Guests, Ladies and Gentlemen, Fellow Trustees:

I am truly honoured to be here before you tonight to deliver my second Inaugural Address. When the trustees of our Board bestowed this privilege upon me a couple of weeks ago, I felt extremely humbled and grateful for their show of support, and once again I hope will prove worthy of their confidence.

The trepidation with which I came before you last year has not dissipated, not only because delivering an Inauguration Address is an awesome responsibility but also because in the audience are people who know me in capacities other than that of trustee. They know me as a mother, daughter, wife, sister-in-law and friend. Perhaps if I were to introduce some of them to you now it might help to alleviate some of my nervousness. I want to again take this opportunity to thank them all for their moral support and encouragement and for being here to share this eventful evening with me. My mother Helen Hammond. My mother once said to me, I'm so glad you are involved in the Board because you get to know such nice people, and you know she was right. Our sons Barry, Blake, Brad and Brian and the newest addition to our family, Brian's wife Patty. Of course, I've left the best 'til last — my husband, Phil. A young niece of ours who Phil hadn't seen for a while recently asked him who he had left at home, and Phil replied ... Oh, just Ruth and Blake. Well I'm sure there are times he wondered if I'm really there. Over the past year, Phil has come home to an empty house and eaten alone more often than he probably did in the previous 25 years, and yet when he found out that I was going to run for Chairman again, he still smiled and wished me good luck. Without that kind of support and understanding, this task would be impossible and I thank him deeply.

Many of you are here tonight as guests of individual trustees, some are here as guests of the Board and for others, attendance at board meetings, even Inaugural ones is part of your regular duties.

The quandary was — what do I say to such an audience, especially when it is the second time around — so I sought advice and was told to use words like progressive, co-operation, consensus, community; stress tolerance and involvement and above all be visionary. This all sounded good but I wondered if a speech like that would bear much relationship to the day to day activities of our Board and for any of you who attend some of our meetings, I'm sure you get the picture.

So where next to get help? Well I read Inaugural Addresses from our past six or seven chairmen. Now did this help? You bet it did!

They used words like progressive, co-operation, community, consensus; they stressed involvement and tolerance and they were visionary.

However, ladies and gentlemen, in reading these past inaugurals, I found a common thread. Whether delivered by someone who might define himself as politically left, right or centre, all displayed an intense pride in achievements of the Hamilton Board of Education and in the public school system, I am no different — I share this pride.

Each member of this Board has a right to be proud — proud of our teaching staff and the job they do daily in imparting knowledge and skills to our young people. Proud of our maintenance and cleaning staff for the way in which they care for our schools, both inside and out. Proud of Mr. Krever and all the academic staff who offer a full range of programmes designed to meet the needs of all our students and proud of Mr. John Penner and our business staff for continuing to expertly manage our financial affairs.

Last year, I touched on five areas which I believed would consume a great deal of our time. I would like to briefly reflect on these and then I will attempt to be visionary.

One year ago, we had just come through the secondary teachers' strike and were concerned about morale and relationships. We have come a long way. With the assistance of the Education Relations Commission, both sides went through a relationship by objectives process which I believe opened the door to more trust and understanding and which helped us to reach a collective agreement before school closed last June. Many other initiatives have been undertaken by individuals and groups on both sides and greater understanding and tolerance are developing continuously.

Also last year I mentioned the rapid expansion of French Immersion and our unique accommodation problems as areas requiring innovative solutions. Both of these issues will continue to tax our ability to find appropriate answers.

Another area on which I touched was public relations. The list of accomplishments in only one short year in the area of public relations is really quite amazing and we owe many people our gratitude for the creative ideas which are publicizing all the good things occurring in education in Hamilton and building morale throughout the system.

My final topic for discussion last year was the extension of funding to the Separate School Boards. With the passage of Bill 30 last spring and the subsequent passage of French Governance Legislation (Bill 75) we are quite literally embarking upon a new era

in education in Ontario. As of December 1st, our Board will have three members representing French language ratepayers added to its numbers. There are grey areas in the legislation which have not been clarified by the Ministry and many unanswered questions. Boards will have to endure the growing pains of this new era and work towards mutually acceptable guidelines with their new members. We will be called upon to practice the meaning of the words compassion, tolerance and co-operation in solving the dilemmas which are bound to face us over the next couple of years.

With the passage of Bill 30, our Board will lose on January 1st six members who have represented separate school ratepayers. Of course, it is no secret how I felt about extension; however, last year, I committed myself to working harmoniously with the Separate Board if legislation was passed and I will not renege on that commitment.

Now I would like to touch briefly on three areas which will, I'm sure consume much of our time in 1987.

First is funding. With all the new legislation which has been passed in the last year, it is inevitable that the Ministry is seeking new ways to fund education in Ontario. I would humbly suggest that rather than the 54 recommendations which emanated from the MacDonald Commission Report only two would suffice. The grant ceilings must be raised to a level which realistically reflects the true cost of educating students in 1987 and the Ministry must return to 60% contribution of these ceilings. Almost without exception MacDonald's recommendations redistribute money already there, while what we need is new money if we are to meet the growing demands placed on us by the Ministry. Boards across the province must convince the Ministry to enter into a partnership of dialogue in order to address in a way beneficial to all, the funding puzzle.

Second, I believe that five year plans are visionary, we have one in computers, which is placing, on a yearly basis, more and more computers into the hands of our students. Hopefully we will soon have a five year plan in place to address the serious need in technological education. If implemented this plan will see old equipment replaced, new high tech equipment purchased, a new public relations thrust to extol the benefits of technical education, new directions in the curriculum and clustering of subjects which will enable students to more readily specialize at the senior level.

I would like to see the five year plan idea initiated in other areas, particularly in renovation of our aging buildings, many of our schools are reaching the age where major restoration is required and while we have addressed some of the more serious problems, a five or ten year

programme would allow us to upgrade and restore our schools on a systematic basis.

Third, the consulting firm. Hiring a consulting firm to come in and review and evaluate an organization, understandably instills some fear and concern into employees; however, it is a healthy process. We are an extremely large business, totally financed through the public purse and we owe it to our constituents to be as effective and efficient as possible. It is our hope and indeed will be our direction that once hired, the firm will complete its study as quickly as possible and will consult during the process with all parties within the Board who will be affected by their recommendations. Hopefully by the end of the review, everyone will feel he or she has an ownership in the results.

Ladies and gentlemen, the most visionary statement with which I could close is unfortunately not original. Rather it is attributable to all of the trustees on this Board. It is a statement which came from our planning session on September 11th when we set the guidelines for hiring a consulting firm.

You said you wanted:

**to develop a strategy or vision of an education centre
organizational structure that will effectively and
efficiently promote and support a proactive, innovative
educational system.**

I am proud to be a member of a group who came up with such a forward-looking statement and in light of all the unfinished and new initiatives we have to grapple with, I look to 1987 as Chairman of the Board of Education for the City of Hamilton not only as an honour but as a challenge.

Thank you.

RUTH VAN HORNE.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 12 11.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Kennedy, Lowe, Macaluso, Maguire, Mulholland, Paquin, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

In the absence of the Director of Education and Secretary, the following motion was proposed:

Moved by Miss Cunningham, seconded by Mr. Mulholland: That Mr. John Penner be designated Secretary of the December meeting of the Board. Carried.

The minutes of the last meeting were adopted as presented to the members.

A communication from A.L.S.B.O. requesting a trustee representative for the Long Range Planning Committee was read to the members.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That Trustee Marjorie Baskin be appointed as the trustee representative for the A.L.S.B.O. Long Range Planning Committee. Carried.

A further communication from the Minister of Education acknowledging the Board's correspondence regarding the Report of the Commission on the Financing of Elementary and Secondary Education in Ontario was read. The communication also indicates the information from this Board will be included in the Ministry's review of the public reaction to the Commission's report. This was received and ordered filed.

Committee reports were presented as follows:

Education Management Committee and special report
— Mrs. Clarke

Business Management Committee — Mrs. Bell

Moved by Mrs. Clarke, seconded by Mr. Frosina: That the General Part of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Canon Rogers: That the General Part of the report of the Business Management Committee be and the same his hereby adopted. Carried.

In pursuance of the notice he gave at the last regular meeting, it was moved by Mr. Ruddle, seconded by Mr. Webb: That the clause 93(b) in the Rules and Regulations of the Board which refers to the Budget Review Committee be changed to read: "That the Budget Review Committee report to the Board". Carried.

In pursuance of the notice he gave at the last regular meeting it was moved by Mr. Maguire, seconded by Mr. Ruddle: That the Board of Education for the City of Hamilton form and implement a policy governing race relations.

Trustee Maguire wanted to assure the members that this is not an accusation, but it is the intention to form a policy and programme to promote harmonious communication and understanding. Trustee Ruddle saw the motion as formalizing the policies that are already throughout the schools, but Trustee Baskin felt the Board has policies, and she referred specifically to the Charter of Rights, and when she asked how such an implementation would take place, Trustee Maguire replied that a committee could be formed to address the issues and develop a policy.

Trustee Vine also opposed the motion and she felt that everything in the Board's power is now being done to welcome all children in its schools. One cannot legislate attitudes.

Trustee Bell supported the motion and she saw this as a necessary step, but Trustee Detwiler was reluctant to structure this when it is being done in the schools already.

Trustee Webb applauded Trustee Maguire for this motion, and he felt it is time to address it, before a problem

arises. The leadership on this should come from the Board, and not from the schools, and the Board should set the pace.

Trustee Kennedy did not support the motion since he saw it as unnecessary, but Trustee Deans supported the implementation of a race relations policy, and she urged support of co-ordinating efforts between the Board and the City.

Trustee Flaherty remarked on the fact that one has to earn respect, and he opposed the motion on the floor.

Trustee Di Ianni supported the resolution and urged support from the members. The Board should be on record as wanting harmony among the races. Trustee Clarke also supported the motion, as such a resolution will give the Board an opportunity to promote leadership in this area.

Trustee Maguire agreed the main point is leadership, and he envisioned the Ministry will eventually legislate race relations. This will allow the Board to make its own policy.

The motion was then adopted.

Trustee Baskin wondered if trustees vote against the motion, are they voting against racism? She felt the policies are in place.

Moved by Mrs. Bell, seconded by Mr. Maguire: That a Race Relations Committee be formed, consisting of five trustees, four members of the community and the appropriate staff, and the four members from the community to be selected, after having expressed their interest, by responding to an advertisement in the local newspaper. The purpose is to recommend a policy governing race relations to the Board through the Education Management Committee with an interim report by June 1987.

Trustee Bell emphasized this would result in positive implications in order to form the best attitudes.

Trustee Vine had concerns on the committee establishing the policy, and she opposed the motion with these particular terms of reference.

Trustee Detwiler opposed the formulation of a committee since she viewed it as unnecessary.

Trustee Baskin had concerns with respect to the citizens on the committee. She questioned the criteria to select these

four citizens, since there are so many groups, visible and invisible minorities in Hamilton.

While Trustee Bell agreed there are many groups, she would hope interested citizens would respond to the advertisement, and she wanted the citizens to remain as part of the committee membership.

Moved in amendment by Mrs. Baskin, seconded by Mr. Flaherty: That the members of the committee re Race Relations be trustees only.

Trustee Cunningham voiced support of the amendment, and Trustee Frosina agreed there should be only trustees on the committee. The trustees would listen to any presentations from interested groups.

Moved by Mrs. Vine, seconded by Miss Cunningham: That the motion and amendment regarding a Race Relations Committee be referred to the Education Management Committee. Carried.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Clarke, seconded by Canon Rogers: That the Board of Education for the City of Hamilton publish as part of the yearly Accommodation Report, the location of our programmes for exceptional children.

Trustee Clarke remarked that there are many locations for the programmes for exceptional children, and this would make the people of Hamilton aware of these locations. Trustee Rogers agreed this will assist the public in keeping them informed where the programmes are.

The motion was adopted.

Trustee Rogers brought to the members' attention a Christmas concert at St. Luke's Church in which the programme included a mass choir of students from the Hamilton Board of Education and the Hamilton-Wentworth Roman Catholic Separate School Board.

Trustee Ruddle remarked on an excellent violin concert. He commended Mr. Mallory and the violin teachers for their work for this concert.

Trustee Maguire updated the members with respect to a special Task Force established by A.L.S.B.O. with respect to technical education. A.L.S.B.O. has also established task

forces on continuing education, and semestering and these are expected to be on its agenda in the near future.

FRENCH LANGUAGE SECTION

Committee report was presented as follows:

French Language Education Council—Mr. Paquin

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Education Council be and the same is hereby adopted. Carried.

PART I

A communication from Mr. John Luby thanking the Board for the honour of being included in the Quarter Century Club was read to the members. This was received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Ruddle: That Part One of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Frosina: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under New Business, Trustee Macaluso asked if there are any night games for football, and Mr. Rielly replied that during the upcoming year consideration will be given to this.

Mrs. Van Horne remarked that the six trustees representing the separate school ratepayers in the City of Hamilton are attending this Board meeting for the last time in their official capacity. Together, Messrs. Di Ianni, Flaherty, Frosina, Gallagher, Maguire and Macaluso have more than 50 years of service on this Board. These gentlemen have represented the concerns of their constituents, and Mrs. Van Horne wanted to wish them well. They were then called on individually to make remarks.

In response, Trustees Deans, Rogers and Mulholland also expressed their good wishes to Messrs. Di Ianni, Flaherty, Frosina, Gallagher, Maguire and Macaluso.

PART II

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Part Two of the report of the Education Management

Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Webb: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

When Trustee Deans inquired about the report on the Ottawa Street Dump, Mr. Penner replied a report has been received and a report will be presented to the members after it has been assessed.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

FIRST REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Di Ianni, Gallagher, Kennedy, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the appointment of the supervisory staff for the Hamilton Board of Education Evening Schools be approved as presented, contingent upon each evening school having sufficient enrolment to warrant operation:

School (and Satellite)	Supervisor	Assistant Supervisor
Barton	Hugh Fiddes	
Sir Winston Churchill	Oscar Horback	
Delta	David Evans	
Glendale	Robert Laidlaw	
Hill Park (Crestwood)	Gayle Lynott	
Sir John A. Macdonald	Donald Muirhead	
Scott Park (Parkview)	Barry Coombe	
Westdale (Ainslie Wood)	Bruce Hall	
Westmount (Caledon & Westview)	Arthur Joosse	James Lake

(b) That the appointment of the supervisory and teaching staff for the Evening and Day classes, English as a Second Language classes, Linking of Needs and Resources classes (L.O.N.A.R.), Heritage Language classes and Basic Education Classes be approved as presented for the year 1986-1987.

2. That the following committees be reconstituted for 1987 with the same number of members as in 1986 to be named by the Chairman of the Board and with the same goals and objectives as in 1986:

Communications Advisory Committee
Identification, Placement and Review Committee
Committee to Study the Future of French Immersion
Microcomputer Advisory Committee
Smoking Task Force.

3. That the following recommendations of the Associate Superintendent of Curriculum & Special Services regarding the McIlwraith Adult Education Program be approved:

(a) That the Continuing Education Department develop programs at McIlwraith School for adult learners of all ages and backgrounds, free of charge, as follows:

Adult Basic Education—non-credit, upgrading courses

—Grades 2-8

Independent / Home Study—credit courses—Grades 9-13

—concentration on English and Mathematics

(b) That the above programs be offered both during the day and evening in order to accommodate full time employed and / or shift worker students as follows:

Day Programs —Monday to Friday

9:00 a.m. - 12:00 noon

1:00 p.m. - 4:00 p.m.

—Tuesday, Wednesday and Thursday

7:00 p.m. - 9:00 p.m.

(c) That the above programs operate continuously throughout the year.

4. That the following recommendations of the Associate Superintendent of Curriculum & Special Services regarding Evening Programs — Southview be approved:

(a) That the adult basic education and the independent / home study credit programs be conducted in the evenings, effective 1987 01 05, in order to accommodate the full-time employed and / or shift worker students.

(b) That the above programs be offered on Tuesday, Wednesday and Thursday of each week from 7:00 p.m. to 9:00 p.m.

5. That the following report of the Communications Advisory Committee be approved, as amended:

(a) That an additional sum of \$20,500 be included in the System Public Relations budget for 1987.

(b) That the Communications Advisory Committee supports the installation of two neon display signs at schools considered most appropriate by administration and that administration prepare a costings report on the possibility of the Board of Education being responsible for the installation and electrical work for these signs.

PART I

1. That the following recommendations of the Superintendent of Curriculum & Special Services regarding Technological Studies in Hamilton — a Long Range Plan be approved, as amended:

(a) That this five year plan for technological studies in Hamilton be approved in principle.

(b) That an amount of \$400,000 be allocated in the 1987 budget to implement year one of the plan.

(c) That the plan for the ensuing years be subject to annual program and budget review.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Colin Dingle, 1986 10 01 to further notice

Arthur Cseresnyes, 1986 09 15 to further notice

Dean Huyck, 1986 09 02 to 1986 09 30

Serge Joncas, 1986 10 06 to 1986 10 16 (%)

1986 10 17 to further notice ($\frac{3}{4}$)

Major Nagra, 1986 10 27 to further notice ($\frac{2}{3}$ time)

Arlene Pidruczny, 1986 10 01 to further notice

Colleen Wray, 1986 10 14 to further notice

Robert Young, 1986 10 20 to 1986 11 14.

(b) That the request of Cathy Haggarty for a Personal Leave of Absence, effective 1987 01 05 to 1987 01 23, be granted.

(c) That the resignation of Irene Ashworth, who is retiring on superannuation, effective 1987 01 31, be accepted with regret.

(d) That the request of Gordon Carruth to extend his Loan-of-Service Agreement with the Department of National Defence, effective 1987 09 01 to 1988 08 31, be granted.

(e) That the request of John McKnight to extend his Loan-of-Service Agreement with the Department of National Defence, effective 1987 09 01 to 1988 08 31, be granted.

(f) That approval be given for 25 students enrolled in Grade 13 World Issues (GW15A) course at Hill Park and Westmount Secondary Schools, along with two teacher chaperones to participate in a Jamaica Geography Field Trip, from 1987 05 03-10 (Sunday to Sunday).

(g) That the following trips be approved.

(i) Hill Park, Grades 11-13, Outdoor Education, Minden, 1987 01 28-02 01 (Wednesday to Sunday)

(ii) Hill Park, Grades 11-13, Cross Country Skiing area outside 80 km of Hamilton, any Saturday or Sunday in winter

(iii) Westdale, Grades 11-13, New York City, New York, 1986 12 05-08 (Friday to Monday)

(iv) Georges P. Vanier, Grades 9-13, Mount St. Louis, 1987 01 12 or 1987 01 16

(v) Georges P. Vanier, Grades 9-13, Horseshoe Valley, 1987 02 09 or 1987 02 13

(vi) Sir Allan MacNab, Grades 9-13, Sunken Lake, 1987 01 30-02 01 (Friday to Sunday)

(h) That Jane Kasprovicz be returned from Leave of Absence and assigned teaching duties, effective 1987 02 01.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Monique J. Bourdeau, 1987 01 01 to 1987 06 30

Marjorie I. Cooke, 1986 09 25 to 1986 11 06

Mary J. McDiarmid, 1986 10 06 to further notice

Darlene M. Pryde, 1986 11 17 to 1987 06 30

Lynn L. Rossini, 1986 10 17 to further notice

Michael C. Stock, 1986 09 29 to further notice

(b) That the effective dates of Carol Massey's appointment to the Occasional Staff, approved at the October Meeting be changed to 1986 09 02 to 1986 11 07 (1.0), 1986 11 10 to 1986 12 19 (.5).

(c) That Nancy Straitton be returned from Leave of Absence and assigned teaching duties, effective 1986 11 03.

(d) That the effective date of Brigitte Kurtz's return from Leave of Absence, approved at the November Meeting be changed to 1987 01 01.

(e) That the request of Kathleen Henderson for a Maternal Leave of Absence, be granted in accordance with conditions governing Maternal Leave, and that this Leave be followed by a Leave of Absence for Parental Reasons, effective 1987 01 05 to 1987 08 31.

(f) That the request of Louise Lefebvre-Brejak for a Maternal Leave of Absence, effective 1987 03 16 to 1987 07 03, be granted in accordance with conditions governing Maternal Leave.

(g) That the request of Donna Kehoe for a Leave of Absence for Parental Reasons, effective 1987 01 01 to 1987 08 31 be granted.

(h) That the request of Brigitte Kurtz for an extension of her Parental Leave of Absence, effective 1986 12 01 to 1986 12 31, be granted.

(i) That the effective dates of Darlene Owen's Maternal and Parental Leaves of Absence be changed to 1986 11 12 to 1987 08 31.

(j) That the request of Blake Galloway for an extension of his Disability Leave of Absence, effective 1986 09 01 to 1987 12 31, be granted.

(k) That the action of the Superintendent in permitting Steve Mallick to take Guidance Part I be approved, and that he be reimbursed for the registration fee of \$281.00 upon submission of proof of successful completion of this course.

(l) That the request of Helen Ashmore for overseas exchange with a teacher from Australia for the period 1988 01 01 to 1988 12 31, be approved subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education.

(m) That the following trips be approved:

(i) C. B. Stirling, Grade 7, Outdoor Education, Camp Wanakita, 1987 02 11-13 (Wednesday to Friday)

(ii) Chedoke, Grade 8, Ottawa, 1987 05 27-29 (Wednesday to Friday)

(iii) Chedoke, Grade 7, Outdoor Education, Camp Wanakita, 1987 05 20-23 (Wednesday to Saturday)

(iv) Dalewood, Grade 8, Quebec City, Quebec, 1987 01 21-24 (Wednesday to Saturday)

(v) W. H. Ballard, Grade 7, Outdoor Education, Camp Wanakita, 1987 02 25-27 (Wednesday to Friday)

(vi) Westview, Grade 8, Ottawa, 1987 02 18-20 (Wednesday to Friday)

(vii) Chedoke, Grades 6-8, Outdoor Education, Camp Wanakita, 1987 02 04-06 (Wednesday to Friday)

(n) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Dawn M. Crocker, 1986 12 15

Nancy C. Voyer, 1987 01 01 (.5)

(o) That the effective date of Karen Hahn's appointment to the Occasional Staff, approved at the July Meeting, be changed to 1986 09 08 to 1987 06 30.

(p) That Lorraine Jones be returned from Leave of Absence and assigned teaching duties, effective 1987 01 01.

(q) That the request of Patricia Green for a Maternal Leave of Absence, be granted in accordance with conditions governing Maternal Leave, and that this Leave be followed by a Leave of Absence for Parental Reasons, effective 1987 01 05 to 1987 08 31.

(r) That the request of Diane McKenzie for a Leave of Absence for Parental Reasons effective 1987 01 05 to 1987 08 31, be granted.

2. That the following recommendations of the Director of Education regarding Compensatory Education be approved:

(a) That the number of schools designated as compensatory education schools be seventeen in total.

(b) That a budget of \$5,000 be established for an in-service program designed for all personnel assigned to compensatory education schools.

(c) That an additional two social workers be appointed to the compensatory education schools, effective 1987 09 01.

3. That the following recommendation of the Associate Superintendent of Curriculum & Special Services regarding the Research Request — Evaluation of Treatment for Childhood Cancer be approved:

(a) That the Hamilton Board of Education support this study through the provision of a random sample of students' names from Junior Kindergarten to Grade 5.

4. That the following recommendation of the Associate Superintendent of Curriculum & Special Services regarding the Research Request — Addiction Research Foundation be approved:

(a) That the Hamilton Board of Education continue to cooperate with the Addiction Research Foundation in the administration of a province-wide survey of students' alcohol and drug use.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 12 02.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

FIRST REPORT

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Mulholland, Rogers, Clarke, Desmarais, Paquin and Van Horne.

Also Present: Trustees Deans, Kennedy, Lowe, Maguire, Ruddle and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That Patricia Kossup be confirmed in the position of Equipment Repair Technician II, effective 1986 11 25.

(b) That the effective date of appointment for Ruth Simons, Speech Pathologist, be changed to 1986 11 17.

(c) That Elizabeth Robertson, Clerical Staff, be promoted to the position of Office Assistant - Computer Studies, (Category D - maximum \$425.00 per week), effective 1986 11 17, with salary according to the salary schedule.

(d) That the Hamilton Board of Education co-operate with McMaster University in the celebration of its Centennial, with the purchase of one "Centennial" imprint die, to be affixed to metered mail of the Hamilton Board of Education, for the period December, 1986 to December 31, 1987, at a total cost of \$70.

2. That the balance of the OMERS Supplementary Type I Reserve Fund be returned to the Revenue Fund on or before December 31, 1986.

3. That the bonding of the Treasurer and other Officials in accordance with Section 149, sub-section 2 of the Education Act, be approved as presented to the members.

4. That the Transportation Committee be reconstituted for 1987, with the same goals and objectives as in 1986, and the same number of members to be appointed by the Chairman of the Board.

5. That one representative of the Hamilton Board of Education be sent to represent the Board on the A.L.S.B.O. Work Group reviewing A.L.S.B.O.'s fee structure.

6. That the membership fee of \$2,500 in the A.L.S.B.O. Curriculum Development and Sharing Co-operative for 1987/88 be paid.

7. That the Board of Education for the City of Hamilton be an active participant in the series of meetings entitled **World Peace and Development**, intended for Trustees, Students, Teachers and other interested members of the Hamilton-Wentworth Region, and that a contribution of \$400 be made to help defray expenses for this series of lectures by Dr. Müller.

8. That clauses 3(a), (b), (c), 4(a), (b), 5(a), and (b) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Catherine Ben, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1987 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Ursula Rammo, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1987 06 30, and that the Board's retirement gratuity be paid.

(c) That Delphis Belanger be confirmed in the position of Secondary School Foreman, effective 1986 11 25.

(d) That Judith Cardwell, Clerical Staff, be promoted to the position of Administrative Assistant - Secondary Schools, (Administrative Category 17 - maximum \$32,341 per annum), effective 1986 12 01, with salary according to the salary schedule.

(e) That Gail Whitelaw, Secondary School Clerical Staff, be promoted to the position of Secretary, Caledon Vocational School, (Category D - maximum \$425.00 per week), effective 1986 12 08, with salary according to the salary schedule.

(f) That the resignation of Theresa Murphy, Secondary School Clerical Staff, be accepted, effective 1986 12 12.

(g) That the resignation of Patricia Obratoski, Secondary School Clerical Staff, be accepted, effective 1986 12 19.

2. That the following report re secondary school recipients of Trust Fund Awards for the school year 1985 / 86 be approved, as presented to the members:

Award	Student	School
Annie Dora Needle	Donna Rembe	Sir Winston Churchill
	Jennifer Remen	Delta
	Laura Pryde	Glendale
Hamilton Draftsmen's Association Award	Geoffrey Linschoten	Hill Park
	Andrew Ng	Sir John A. Macdonald
	David Lee	Sir Allan MacNab
Buchan Medal Award	Stefan Dixon	Georges P. Vanier
The Lawrence Munro Scholarship	David Linklater	Glendale

**Awards Pertaining to
Sir John A. Macdonald
Secondary School**

(a) Art School Trust Fund

i. Art: First Prize	John McLachlan
Second Prize	Theresa Hartnett

ii. Drafting:

Architectural	Peter Gabor
Mechanical	Dan Costantini

(b) W. B. Cleland Prize Daryl Bell

(c) George R. Parke Trophy Ray Ham

The Ida M. Robb Memorial Fund Sharon Wardell

3. That twenty-one students receive a Memorial Bursary in the amount of \$75.00 each per month, retroactive to 1986 09 01, and that two students receive discretionary-limited assistance in the amount of \$150.00 each.

4. That the cost deviation report with respect to the secondary panel, be approved in the amount of \$485.

5. That clauses 1(b) and (c) of the report of the Education Management Committee be approved.

PART II

1. That the following recommendation of the Business Administrator be approved as presented to the members:

(a) That the resignation of Georgina Reid, Teacher Aide Staff, be accepted effective 1986 12 19.

2. That Bartonville School and Site (including the King Street frontage) be declared surplus to the Board's needs and be sold in full accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Bartonville School in this attendance area within ten years of the date of disposal.

3. That the cost deviation report with respect to the elementary panel be approved in the amount of \$3,106.

4. That clauses 1(k), 2(a), (b) and (c) of the report of the Education Management Committee be approved.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 12 04.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Van Horne and Ruddie.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. R. Kennedy (Area Superintendent), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget).

The Committee recommends:

1. That the position of this Board be to maintain the status quo of the rules and regulations of A.F.C.S.O. until at least 1988 (preferably 1989) as recommended by the Ad Hoc A.F.C.S.O. Committee on restructuring at its meeting of 1986 10 18.

2. That a Liaison Committee be established as provided under section 277(r) of Bill 75.

3. That the regular meetings of the French Language Education Council be held on the Wednesday, two weeks prior to the regular meeting of the Education Management Committee.

Respectfully submitted,

Mr. HUBERT PAQUIN,
Chairman.

Committee Room,
1986 12 03.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mrs. M. C. Clarke (Chairman), Trustees Barker, Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb, Bell, Paquin, and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Macaluso, Mulholland and Rogers.

Officials Present: Mr. J. Penner (Business Administrator / Treasurer), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following report of the Supervised Alternative Learning for Excused Pupils be approved:

(a) That the Supervised Alternative Learning for Excused Pupils (S.A.L.E.P.) Statistical Report for 1985-1986 be approved as presented to the members.

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS (SALEP)

1985-86

	14 Years of Age		15 Years of Age		Total	
	Boys	Girls	Boys	Girls	Boys	Girls
1. No. of students on approved programs requiring part-time attendance at school.....	1	1	3	0	4	1
2. No. of students on approved programs including some formal education, such as night school or correspondence course(s) ...	2	3	4	8	6	11
3. No. of students on approved programs with no school component required	5	1	15	18	20	19
4. SUBTOTAL—No. of students not attending full-time day school (Add #1 + #2 + #3)	8	5	22	26	30	31
5. No. of students processed by SALEP Committee but required to attend school full time	0	2	2	0	2	2
6. TOTAL NUMBER OF APPLICATIONS (Add #4 + #5)	8	7	24	26	32	33
PROGRAM ENROLLED IN						
AT TIME OF RELEASE						
A. Elementary: Grade 7	0	1	0	0	0	1
Grade 8	0	0	2	4	2	4
B. Secondary: Vocational, Grade 9	5	2	15	5	20	7
Vocational, Grade 10	0	0	0	7	0	7
Composite, Grade 9	3	2	4	6	7	8
Composite, Grade 10	0	0	1	4	1	4
C. No. of Students Not Attending Full-Time School (Add A + B = #4 above)	8	5	22	26	30	31

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1987 01 01, with salaries according to schedule:

Barry D. Bodo
David Bradbury

(b) That the following vice-principals be appointed to the position of Acting Principal of an Elementary School, effective 1987 01 01, with salaries according to schedule:

Christine Hutton
Marjorie Randall

(c) That the following teachers be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 01 01, with salaries according to schedule:

David LaCombe
Halina Sims
Doris Winsor

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 12 11.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 12 16.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Deans, Desmarais, Detwiler, Kennedy, Lowe, Mulholland, Paquin, Rogers, Ruddle and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Sinclair (Manager, Personnel and Employee Relations), Shewfelt (Manager, Accounting and Budget), Singer (Deputy Administrator - Buildings), and Mrs. Rogers (Administrative Secretary).

The special "in-camera" meeting was called to order to consider presentations from three firms selected from among fifteen submissions received by the Board re the management consultant study. The Chairman explained the procedure whereby each group will be allowed one hour for the presentation, including questions and discussion, and upon completion of the presentations, the Board may determine the firm for selection.

Representatives from Woods Gordon made the first presentation to the Board. The group included Mr. Brooke Townsend, Ms. Karen Glover, Mr. Casey Keuning and Mr. William Reid.

Representatives from Preiss Shulman and Associates made the second presentation. The group included Mr. Ron Shulman, Mr. Joe Davin and Mr. Lionel Feldman.

Representatives from C.M.P. / Barnard made the third presentation. The group included Ms. Carolyn Kearns, Dr. Eugene R. Smoley, Jr., and Ms. Susan G. Wright.

After a brief recess, the Board then considered the selection of one consulting firm.

Moved by Mr. Webb, seconded by Mrs. Barker: That the special "in-camera" meeting of the Board be resolved into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Joseph Rogers be Chairman of the Committee-of-the-Whole. Carried.

Canon Rogers then assumed the Chair.

Moved by Mr. Mulholland: That the Board motion to hire a consultant to conduct a study of the organization structure of the Education Centre and its relationship with the Board be rescinded.

After considerable discussion, the motion was defeated.

Moved by Mrs. Van Horne: That the Board of Education for the City of Hamilton hire the consulting firm of Preiss, Shulman and Associates to undertake a review of the Board based on the guidelines laid down at the planning session of 1986 09 11, at a cost not to exceed \$96,000. Carried.

Moved by Mrs. Deans: That the Committee-of-the-Whole now be dissolved and return to the special "in-camera" meeting of the Board. Carried.

Mrs. Van Horne resumed the Chair.

Moved by Canon Rogers, seconded by Mrs. Barker: That the report of the Committee-of-the-Whole be and the same is hereby adopted.

At the request of Trustee Mulholland, a recorded vote resulted in the motion being adopted as follows: In favour - Trustees Rogers, Baskin, Ruddle, Deans, Lowe, Detwiler, Kennedy, Bell, Van Horne and Paquin; Those opposed - Trustees Webb, Mulholland, Clarke and Desmarais.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 01 15

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting and special meetings were adopted as presented to the members.

Communications from the Lung Association thanking the Board for flying the Cross of Lorraine Flag, Mr. George P. Forgie thanking the Board for selecting his artwork and Mr. Dominic Maguire thanking the Board for the gift, were read to the members. These were received and ordered filed.

On behalf of the Ontario Society for Education Through Art, Mr. John Nugent, Supervisor of Art, presented the Board with five signed, limited edition serigraph prints by the late Canadian Artist, Clark McDougall. These prints will be part of the Board's permanent collection. Mrs. Van Horne accepted the art work with thanks on behalf of the Board.

Committee reports were presented as follows:

Education Management Committee and special reports
— Mrs. Clarke

Business Management Committee and special report —
Mrs. Bell

Salary Committee — Miss Detwiler

Moved by Mrs. Clarke, seconded by Mr. McMurrich:
That the General Part of the report of the Education

Management Committee, and the special report, be and the same is hereby adopted.

The Chairman referred to the conflict contained in the report and the General report of the Business Management Committee, whereby clauses 2(a), (b), (c), (d) and (e) have been approved by the E.M.C., but B.M.C. has referred the clauses to Budget Review.

The report was then adopted.

Moved by Mrs. Bell, seconded by Mrs. Barker: That the General Part of the report of the Business Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. McMurrich, seconded by Canon Rogers: That Item One, Business Management Committee addendum be moved back into the report.

Trustee McMurrich explained this pertains to the 1987 membership fee for the Ontario Public School Trustees' Association, and he believed being a member of this Association would be of benefit to the Board.

Trustee Rogers believed the larger Boards should support this Association, since this Association is directly related to all Boards across the Province. Trustee Kennedy urged the members to support the Board joining O.P.S.T.A.

Trustee Bell opposed the amendment since she believed there is a great deal of duplication, and Trustee Clarke also opposed the amendment. Trustee Clarke felt the Board cannot belong to everything, and A.L.S.B.O. best serves this Board's needs.

In supporting the amendment, Trustee Mulholland suggested a compromise be undertaken this year whereby the Board could join both Associations (A.L.S.B.O. and O.P.S.T.A.), with the expectation that they could be monitored. He referred to the specific benefits offered by O.P.S.T.A., and the fact that all school Boards, regardless of size, have the same problems.

Trustee Baskin opposed the amendment since she saw this being done at the expense of the other Association. She further suggested the whole role of the Board in Provincial educational matters should be considered by the Management Consultants.

Trustee Vine understood the Board selected A.L.S.B.O. since this Association represents 75% of the students in the Province of Ontario. She opposed the amendment.

In opposing the amendment, Trustee Detwiler felt there is a more direct line between this Board and A.L.S.B.O., but Trustee Ruddell felt O.P.S.T.A. keeps the Board better informed with its publications, and he supported the amendment.

In closing debate, Trustee McMurrich remarked each Association addresses different problems, and the Board needs as much help as it can get.

The amendment was defeated. The original report was then adopted.

Under New Business, Trustee Hicks wished to propose a motion in recognition of National Non-Smoking Week (January 15th to 22nd). A two-thirds majority was obtained for the motion to be considered.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the Hamilton Board of Education encourage all its employees and students (smokers) to honour "Weedless Wednesday" (January 21st) on all Board property.

Speaking to the motion, Trustee Hicks urged employees and students to seriously consider the request, especially since the Task Force re Smoking in the Work Place will soon be reporting, and the findings of the Task Force are significant.

The motion was adopted.

FRENCH LANGUAGE

There was no report from the French Language Education Council. The Council will be meeting next week.

ELEMENTARY / SECONDARY

Communications from the Mum Show Committee expressing thanks for the performance at the Mum Show of the Bell Choir of Elizabeth Bagshaw School under the direction of Charles Hogg, and letters of thanks from J. C. Forbeck and Mel Oliver for permitting them to attend conferences, were read to the members. These were received and ordered filed.

Moved by Mrs. Clarke, seconded by Canon Rogers: That the Elementary/Secondary Part of the report of the Education

Management Committee, and the special reports, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Hicks: That the Elementary / Secondary Part of the report of the Business Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the Elementary / Secondary Part of the report of the Salary Committee be and the same is hereby adopted.

Trustee Detwiler explained the report relates to the change in job title from Teacher Aide to Educational Assistant.

The report was then adopted.

Under New Business, Trustee Deans referred to an article in The Hamilton Spectator whereby the Hamilton-Wentworth Roman Catholic Separate School Board still wishes to use Norwood Park School. She asked if the offer to share that school still stands.

The Director replied there has been an offer to share space and other alternatives, including the offer of another building on the mountain.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

SECOND REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Barker, Baskin, Bell, Deans, Kennedy, Lowe, Paquin, Ruddle, Vine and Van Horne.

Also Present: Trustees Cunningham, Desmarais, Detwiler, Hicks McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the report from the officials regarding Semestering be approved.

2. That the following recommendations of the Director of Education regarding Alternative Education be approved:

(a) That an alternative program for secondary school students be established in East Hamilton.

(b) That the funds be allocated in the 1987 budget to provide for staffing, equipment and supplies for this program.

(c) That a program leader for this alternative education program be appointed.

(d) That administration and staffing considerations for this program be those presently in operation at the other programs. (one program leader outside staff-student ratio and staff as per collective agreement).

(e) That a social worker be assigned on a shared basis between two alternative education programs.

(a) to (e) referred to Budget Review by B.M.C.

3. That the following recommendations regarding the Race Relations Committee be approved:

(a) That the members of the Race Relations Committee be Trustees only.

(b) That the Race Relations Committee be granted the authority to hear briefs and other communications, of an advisory nature, as it pursues its task of establishing and implementing a Race Relations Policy.

4. That the following recommendation of the Associate Superintendent of Curriculum & Special Services regarding Section 16 Program — Webber House be approved:

(a) That subject to approval by the Board of Education for the City of Hamilton and approved funding by the Ministry of Education, an educational program be provided at the Family Services Youth Centre (Webber House).

ELEMENTARY / SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be transferred from the Probationary Staff to the Permanent Staff, effective as shown:

Lyn Cole, 1987 02 01	John Kirkland, 1987 02 01
Ghislaine Dean, 1987 02 17	Jay Kyle, 1987 02 18
Norma Dreossi, 1987 02 01	Anna Gusenbauer, 1987 02 01
Lee Emery, 1987 02 01	Audrey Richardson, 1987 02 04
Ronald Findlay, 1987 02 01	Bettyjean Robinson, 1987 02 17

(b) That Philip Scordino be promoted to the position of Acting Assistant Head of Department (Technical), effective 1987 02 01, with salary according to schedule.

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Mary Curtis, 1986 10 14 to further notice
 Christopher Kostur, 1986 09 16 to further notice
 Lee Krueger, 1986 11 24 to 1986 12 19
 Valerie Lowrey, 1986 11 10 to further notice
 Shirley MacDougall, 1986 10 30 to further notice.
 Wendy Martin, 1987 01 01 to 1987 06 30
 Tracy Scandlan, 1987 01 05 to 1987 06 30

(d) That the appointments of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Barbara MacLeod, 1986 09 03 to 1987 01 23
Nora Majik, 1986 11 03 to 1986 12 19
Carol Massey, 1986 09 02 to 1986 11 09 (1.0)
1986 11 10 to 1986 12 09 (.5)
1986 12 10 to further notice.

(e) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Lorraine Jones, 1987 01 05
Kari Morrow-Floren, 1987 02 02
Olga Strychowsky, 1987 01 29

(f) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Katherine Conway, 1987 02 02 to 1987 05 29
Helen Demczuk, 1987 02 02 to 1987 05 15.
Monika Grenville, 1987 04 01 to 1987 07 28
Anne Klaus, 1987 03 02 to 1987 04 24
Ann MacDonald, 1987 02 02 to 1987 05 01
Martha MacDonald, 1987 03 02 to 1987 06 30.

(g) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with conditions governing Maternal Leaves, and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Karen Andreychuk, 1987 01 05 to 1987 08 31
Elaine Crawford, 1987 02 02 to 1987 08 31
Sandra Shepherd, 1987 02 02 to 1987 12 31

(h) That the effective dates of Beverley Rea's Maternal Leave of Absence, approved at the November Meeting be changed to 1986 12 15 to 1987 04 10.

(i) That the request of Judy Lampman for an extension of her Parental Leave of Absence, effective 1987 01 01 to 1987 08 31, be granted.

(j) That the resignation of John Thachuk, who is retiring on superannuation, effective 1987 01 31, be accepted with regret, and that he be considered for gratuity in accordance with the Board's plan.

(k) That the following trips be approved:

(i) Albion, Grades 9-12, French. Paris, France, 1987 03 11-21 (Wednesday to Saturday) or 1987 03 16-25 (Monday to Wednesday)

(ii) Barton, Gifted Programme, Upper Canada College, 1987 02 21-22 (Saturday to Sunday)

(iii) Glendale, Grade 13 History, Washington/Gettysburg, 1987 04 22-25 (Wednesday to Saturday)

(iv) Sherwood, Grades 11-13 from 8 schools, London, England, 1987 03 12-21 (Thursday to Sunday)

(v) Westdale, Grade 13, Washington, D.C., 1987 04 30-05 04, (Thursday to Monday)

(vi) Westdale, Grades 9-13 Music, New Jersey, 1987 04 29-05 02 (Wednesday to Saturday)

(vii) Bennetto, Grades 6-8, Outdoor Education, Camp Wanakita, 1987 01 14-16 (Wednesday to Friday)

(viii) Barton, Grades 9-13, Kissing Bridge, 1987 01 30

(ix) Scott Park, Grades 9-13, Kissing Bridge, 1987 01 30

(x) Scott Park, Talisman Ski Area, 1987 02 23-24 (Monday to Tuesday)

(xi) Sir Winston Churchill, Grades 11-12, Barrie, 1987 01 14.

(xii) Cardinal Heights, Grade 8 French Immersion, St. Donat, Quebec, 1987 01 11-14 (Sunday to Wednesday)

(xiii) Cardinal Heights, Grade 8, Quebec City, Quebec, 1987 02 18-21 (Wednesday to Saturday)

(xiv) Cardinal Heights, Grades 7-8, Outdoor Education, Camp Wanakita, 1987 03 09-11 (Monday to Wednesday)

(xv) Cardinal Heights, Grades 6-8, Outdoor Education, Camp Wanakita 1987 05 26-29 (Tuesday to Friday)

(xvi) Lawfield, Grade 7, Outdoor Education, Camp Wanakita, 1987 02 22-25 (Sunday to Wednesday)

(xvii) Tweedsmuir, Grades 7-8, Horseshoe Valley, 1987 02 12-13 (Thursday to Friday)

(l) That the effective dates of Francois Cyr's Maternal Leave of Absence to be followed by a Parental Leave of Absence, approved at the November Meeting be changed to 1987 01 02 to 1987 12 31.

(m) That the requests of the following teachers for extension of their Parental Leaves of Absence, effective as shown, be granted:

Diane Clark, 1987 02 23 to 1988 08 31

Angela Mouriopoulos, 1987 01 26 to 1987 08 31

(n) That the request of Karen Searles for a Long Term Disability Leave of Absence effective 1987 01 16, be granted.

(o) That the resignation of Margaret Webster, effective 1985 03 31, be accepted with regret.

(p) That Charles Boecker be confirmed in the position of Elementary School Principal, effective 1986 12 31.

2. That the following recommendation of the Superintendent of Curriculum and Special Services be approved:

(a) That, in co-operation with the Wentworth County Board of Education and the Hamilton-Wentworth Roman Catholic Separate School Board, the Hamilton Board of Education's portion of the grant application in the amount to \$15,000 per year for two years to employ two labour market advisors under the Ministry of Education's "Ties to Business and Industry Incentive Fund", at a cost of \$5,000 per year to the Hamilton Board, be approved.

3. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Sheila MacLeod to change the date of her Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement from the first semester of the 1988-1989 school year to the first semester of the 1990-1991 school year, effective 1990 09 01 to 1991 01 31.

4. That the following recommendation of the Superintendent of Curriculum & Special Services regarding the Children's International Centre be approved:

(a) That \$6,000 be paid to The Children's International Centre for the calendar year 1987-1988 on the understanding that students of this Board scheduled to visit the Centre will be admitted free of charge.

5. That the following recommendation of the Superintendent of Curriculum and Special Services regarding the Playschool — Hill Park Secondary School be approved:

(a) That pending sufficient enrolment, Hill Park Secondary School be permitted to operate a Playschool on a pilot basis for the second semester of the 1986-1987 academic year (Feb. 2, 1987 — June 26, 1987) on a fee-for-service agreement and that the programme be evaluated in the spring of 1987 before any recommendation to continue is made.

Respectfully submitted,

Board Room,
1987 01 06.

Mrs. MARY CAYE CLARKE,
Chairman.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE**

SECOND REPORT

Present: Sandi Bell (Chairman), Trustees Cunningham, Desmarais, Detwiler, Hicks, McMurrich, Mulholland, Rogers, Clarke, Paquin and Van Horne.

Also Present: Trustees Barker, Deans, Kennedy, Lowe, Ruddle and Vine.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Carol Verebelyi be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 01 05, with salary according to the salary schedule.

(b) That Lori Szwarcz, Psychological Consultant, be granted a Maternal Leave of Absence, to commence 1987 03 23, in accordance with the Employment Standards Act.

(c) That Lois Campbell, Psychological Consultant, be granted a Maternal Leave of Absence, to commence 1987 03 02, in accordance with the Employment Standards Act.

(d) That Margaret Piersanti, Clerical Staff, be granted a Maternal Leave of Absence, effective 1987 01 05 until 1987 05 01, in accordance with the Employment Standards Act.

(e) That a twelve-month Personal Leave of Absence be granted to Jane Canale-Hess (Speech / Language Pathologist), commencing 1987 02 06.

(f) That the Maternal Leave of Absence for Wendy MacNair, Clerical Staff, be changed to commence 1986 12 16.

(g) That Mary Lou Matteucci, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1987 01 12.

(h) That Karen Accardo, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 12 29.

2. That the 1987 membership fee of \$27,401.44 be paid to The Association of Large School Boards in Ontario.

3. That the 1987 membership fee of \$2,636.69 be paid to the Canadian Education Association.

4. That the 1987 membership fee of \$600.00 be paid to the Ontario Association for Curriculum Development.

5. That payment of 1986 Solicitors' fees be approved as shown:

Evans, Philp	\$19,869.10
Halpern	100.00
Stringer / Brisbin	33,241.47
Culver	7,946.85

6. That the 1987 Budget estimates include a transfer to the Gratuity Reserve Fund in the amount of \$1,321,000.

7. That the transfer of \$1,321,000 to the Gratuity Reserve Fund be referred to the Budget Review Committee.

8. That the Hamilton Board of Education support the Central Niagara Ontario Secondary School Students' Association with a grant of \$2,127.60 (15¢ per each secondary composite, vocational and alter ed student), and the provision of facilities at Sherwood Heights Primary School for the Central-Niagara O.S.S.S.A. Conference, to be held 1987 02 27 to 1987 03 01.

9. That clauses 2(a), (b), (c), (d), and (e) of the Education Management Committee be referred to the Budget Review Committee.

ELEMENTARY / SECONDARY

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Raymond R. Howison, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 12 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Anna M. Litzen, Teacher Aide Staff, be accepted, effective 1986 12 24.

(c) That Sue Wojcicki, Secondary School Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 12 22.

2. That clauses 1(j), 2(a), 4(a) and 5(a) of the report of the Education Management Committee be approved, and in connection with clause 1(j) that the Board's retirement gratuity be paid to John Thachuk.

Respectfully submitted,

Board Room,
1987 01 08.

SANDI BELL,
Chairman.

ADDENDUM

The following motion was considered at the 1987 01 08 meeting of the Business Management Committee, and was LOST:

GENERAL

1. That the 1987 membership fee of \$22,642.00 be paid to the Ontario Public School Trustees' Association.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Barker, Baskin, Bell, Deans, Kennedy, Lowe, Paquin, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Desmarais, Detwiler, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague, (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. J. Forrester (Area Superintendent), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation from the Director's Accommodation Report be approved:

(a) That a committee, consisting of trustees and staff, be constituted to examine the future of secondary school accommodation on the mountain, allowing input from the community.

ELEMENTARY / SECONDARY

1. That the following recommendations from the Director's Accommodation Report be approved:

(a) That space for up to four classes be rented from Anshe Sholom Temple to provide additional accommodation for G. R. Allan School, for a period of one year.

(b) That the Education Management Committee recommends to the Board of Education that Part Two, Clause (b) of the Special Report of the Education Management Committee regarding the closure of Allenby School approved on 1983 10 11 and adopted by the Board on 1983 10 13 be rescinded.

(c) That Burkholder School be re-opened as a middle school, effective September, 1988.

(d) That Fairview School for the trainable retarded be studied for closure according to policy.

(e) That, due to increasing enrolment at Thornbrae School, and the necessity for additional classroom space, the program for the

Developmentally Delayed at Thornbrae School be transferred to Huntington Park School beginning September, 1987.

(f) That the Board approve the six-year proposed renovations program, subject to annual review.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1987 01 13.

ADDENDUM

1. The following motion was considered at the special meeting of the Education Management Committee held on 1987 01 13 and was LOST.

GENERAL

(a) That the words "on the mountain" be deleted from recommendation 1 regarding the committee to examine the future of secondary school accommodation.

REPORT OF THE SPECIAL MEETING OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Sandi Bell (Chairman), Trustees Desmarais, Detwiler, Hicks, McMurrich, Mulholland, Paquin, Rogers, Clarke and Van Horne.

Also Present: Trustees Barker, Baskin, Deans, Kennedy, Lowe, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Singer (Deputy Administrator - Buildings), Shewfelt (Manager, Accounting and Budget) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That clauses 1(a), (b), (c), (d), (e), and (f) of the report of the special meeting of the Education Management Committee be approved.

Respectfully submitted,

Board Room,
1987 01 15.

SANDI BELL,
Chairman.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Barker, Baskin, Bell, Deans, Kennedy, Lowe, Paquin, Ruddie, Vine, Webb and Van Horne.

Also Present: Trustees Desmarais, Detwiler, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Elizabeth McDannold be re-appointed to the Probationary Staff, effective 1987 02 02, with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective 1987 02 02, with salaries according to schedule:

Sheila Babb	Maria Pastore
B. Jane Couper	Arlene Pidruczny
Margaret Kiss (¾ Sem. 2)	Peter Queck (½ Sem. 2)
Christopher Kostur	Edith Schmidt
Julia Lamont (¾ Sem. 2)	Barbara Tkach (¾ Sem. 2)
Loretta Lueloff	Wilma Torrens
Richard Neufeld (¾ Sem. 2)	Mark Whinton
Patricia Ormerod	Nellie Wong

(c) That the timetables of the following teachers be increased as shown, effective 1987 02 02:

Patricia DiFrancesco, from ⅔ to ¾ (¾ Sem. 1 and 2)
Catherine Elms, from ⅔ to ¾ (full time Sem. 1 and 2)
Susann Speakman, from ⅔ to ¾ (¾ Sem. 1 and 2)
Brenda Wisborg, from ⅔ to ¾ (full time Sem. 1 and 2)
Laura Zaffiro, from ⅔ to ¾ (full time Sem. 1 and 2)

Respectfully submitted,

Board Room,
1987 01 15.

Mrs. MARY CAYE CLARKE,
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Mulholland and Van Horne.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Mrs. S. Rogers (Administrative Secretary), and Miss D. Russon (Personnel Analyst).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That effective 1987 01 01 the job title for Teacher Aide be changed to Educational Assistant.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 01 14

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 02 12.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle, and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), and Mrs. Rogers (Administrative Secretary).

Moved by Mrs. Bell, seconded by Mr. Ruddle: That the general part of the special report of the in-camera meeting of the Education Management Committee be adopted. Carried.

Moved by Mrs. Bell, seconded by Miss Detwiler: That the general part of the special report of the in-camera meeting of the Business Management Committee be adopted. Carried.

ELEMENTARY / SECONDARY

Moved by Mrs. Bell, seconded by Mr. Kennedy: That the Elementary / Secondary part of the special report of the in-camera meetings of the Education Management Committee of 1987 02 09 and 1987 02 12 be adopted. Carried.

Moved by Mrs. Bell, seconded by Canon Rogers: That the Elementary / Secondary part of the special report of the in-camera meeting of the Business Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Kennedy: That the Board not grant a Sabbatical Leave to Linda Grant. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Sandi Bell (Acting Chairman), Trustees Baskin, Deans, Kennedy, Lowe, Ruddie, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Richard Clark, Vice-Principal, be promoted to the position of Acting Principal of an Elementary School, effective 1987 02 13, with salary according to schedule.

(b) That Allan Male be appointed to the position of Vice-Principal of an Elementary School, effective 1987 02 13, with salary according to schedule.

(c) That Robert L. Macoritti be promoted to the position of Vocational Assistant to the Principal of a Secondary Vocational School, effective 1987 02 16, with salary according to schedule.

(d) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Linda A. Ashthorpe-Wolski, 1987 02 16

Maureen L. Fraser, 1987 02 16

Sharon A. Reading, 1987 02 26

(e) That Ernie Nash be transferred from the Elementary to Secondary Panel, effective 1987 02 16.

Respectfully submitted,

SANDI BELL,
Acting Chairman.

Board Room,
1987 02 12.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 02 12.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddie, and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

The Chairman asked for confirmation of the minutes of the last regular meeting.

Regarding page 49 of the printed minutes book, Mrs. Baskin stated she had asked to be recorded as not voting for clause 1(a) because of a possible Conflict of Interest. She requested the minutes be amended accordingly.

The minutes, as amended, were adopted as presented to the members.

A moment of silence was held in memory of Mr. Frank Vine, husband of Trustee Lillian Vine.

Trustee Ruddie gave notice that he would move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

That the Rules and Regulations of the Board be amended.

Committee reports were presented as follows:

Education Management Committee and special reports
— Mrs. Bell

Business Management Committee and special reports
— Mrs. Bell

Rules and Regulations Committee — Mr. Ruddie

Moved by Mrs. Bell, seconded by Mrs. Deans: That the General Part of the report of the Education Management Committee be adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. McMurrich: That the General Part of the Report of the Business Management Committee be adopted. Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the Director's Annual Report be approved as presented to the members.

Miss Detwiler commended the Director for preparing an informative and excellent report.

Mr. Krever explained the Education Act states Directors of Education must submit an annual report to its Board members for approval then forward it to the Ministry of Education. The Hamilton Board adopted a motion that the accommodation report also be highlighted in this annual report and the members will note it has been summarized in a capsule form. The annual report was circulated to approximately 8,000 homes in the City of Hamilton.

The motion was then adopted.

Miss Detwiler mentioned that in speaking to Mr. Glenn Mallory, Supervisor of Music, she was informed that a teacher entered a small group of grades 5, 6, and 7 violin students in the Kiwanis Festival in Toronto. This group competed against students in grades 7, 8 and 9 and Miss Detwiler was pleased to announce the Hamilton group came in first place.

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY / SECONDARY

A letter of thanks from the Foster Family acknowledging the Board's expression of sympathy was read to the members. This was received and ordered filed.

A communication from the Hamilton-Wentworth Roman Catholic Separate School Board regarding a possible meeting

between the public school trustees and the French Language Education Council trustees from the Separate School Board to discuss the accommodation of students at Msgr. de Laval School was read to the members.

Mrs. Van Horne advised the members that in anticipation of the Hamilton Board possibly wanting to have a meeting with the Separate School Board, a tentative meeting date has been scheduled for March 11th. If the members wish, the public school trustees on the Hamilton Board can meet with the members of the French Language Education Council of the Separate School Board. The public school trustees have exclusive jurisdiction over Norwood Park School.

Moved by Mrs. Deans, seconded by Mr. Mulholland: That the Public School Trustees of the Hamilton Board of Education meet with the representatives of the French Language Education Council of the Hamilton-Wentworth Roman Catholic Separate School Board on March 11th to discuss Msgr. de Laval accommodation problems.

Mrs. Deans felt the Hamilton Board has offered to share its facilities and has suggested other alternatives to the Separate School Board and if the Separate School Board is still having some problems, this meeting should take place.

In answer to a question by Mrs. Barker as to who is responsible for the children attending Msgr. de Laval and whose parents are public school supporters, Mr. Krever replied they fall under the jurisdiction of the Roman Catholic Separate School Board.

Mr. Penner further clarified any public school supporter qualified to send their children to a French Language school may do so and the public school board is responsible for buying that service but the French Language Education Council of the Separate School Board itself is responsible for the school itself.

Trustee Bell was in favour of the motion as long as it did not restrict the members of the French Language Education Council of the Hamilton Board from attending the meeting and Mrs. Van Horne stated it would be a public meeting.

Trustees Baskin and Webb spoke in favour of the motion as did Trustee Mulholland who felt the Hamilton Board should show courtesy to the Separate School Board by scheduling this meeting.

In closing debate, Mrs. Deans stated the Separate School Board will have accommodation problems for two more years before a school is available for them. The French Language Education Council of the Separate School Board may agree to the Hamilton Board's offer. This letter asks for a resolution to a serious problem and this meeting should be held so that a solution can be found.

The motion was then adopted.

Miss Cunningham gave notice that she would move or cause to be moved at the next meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS, in order to achieve equality of opportunity to all students in the study of French and in becoming fully conversant in French as a second language,

THEREFORE BE IT RESOLVED, that French Immersion be phased out and that Core French be introduced in kindergarten.

Moved by Mrs. Bell, seconded by Mrs. Baskin: That the Elementary / Secondary part of the Education Management Committee and the special report be adopted. Carried.

Moved by Mrs. Bell, seconded by Miss Cunningham: That the Elementary / Secondary part of the report of the Business Management Committee and the special report be adopted. Carried.

Moved by Mr. Ruddle, seconded by Mrs. Deans: That the Elementary / Secondary part of the Report of the Rules and Regulations Committee be adopted. Carried.

The meeting then adjourned,

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland, Ruddell, Vine, Webb and Van Horne, Mr. I. Massouh, Principal, G. P. Vanier Secondary School; Ms. G. Mowbray, Supervisor, English; Mrs. S. Weedon-MacDonald, Teacher, G.P. Vanier Secondary School.

Official Present: Mr. C. McKague (Superintendent of Curriculum and Special Services).

The Council recommends:

1. That the request of Alan Boyd for an overseas exchange for the period 1987 09 01 to 1988 08 31, be approved.
2. That the 1987 membership fee of \$448.38 be paid to Association française des Conseils scolaires de l'Ontario.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1987 01 21.

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE**

THIRD REPORT

Present: Mrs. Mary Caye Clarke (Chairman); Trustees Barker, Baskin, Deans, Kennedy, Lowe, Paquin, Ruddle, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Hicks, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Associate Superintendent of Curriculum & Special Services be approved:

(a) That the 1987 upgrading and credit summer school be held at Sir John A. Macdonald, Scott Park and Sherwood Secondary Schools from Thursday, 1987 07 02 to Friday, 1987 08 07, inclusive.

(b) That, subject to need and sufficient enrolment, classes in English as a Second Language for new Canadians at the secondary school level be offered, without fee, in the regular summer school program.

2. That the following recommendations of the Director of Education regarding the Program for the Creative and Performing Arts be approved:

(a) That a program for the Creative and Performing Arts be established in September of 1987.

(b) That this program be initiated for Grades 7, 8, 9 and 10.

(c) That the Arts program be located at Sherwood Heights School or Sherwood Secondary School.

Clauses 2(a), (b), (c) referred to Budget Review, by B.M.C.

ELEMENTARY / SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Barbara L. MacLeod be appointed to the Probationary Staff, effective 1987 02 16, with salary according to schedule.

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Lynda D. Burgess, 1987 02 02 to 1987 06 30
Terri-Ann Crewson, 1987 01 27 to 1987 05 15
Robert Forshaw, 1986 09 17 to 1986 11 14
Maureen L. Fraser, 1986 11 24 to 1987 01 21
Jack Gibson, 1986 11 17 to 1986 12 19
Patricia L. Heeley, 1987 01 12 to further notice
Paula C. Newcombe, 1986 12 08 to further notice
Carolyn Knight, 1986 12 15 to further notice
Maria Marazia, 1986 12 09 to further notice
Carol A. Palombella, 1986 12 09 to further notice (.5)
Stuart Porter, 1986 12 05 to 1987 01 16
Kathryn V. Scott, 1987 02 16 to 1987 06 15
Linda Sixsmith, 1986 12 03 to further notice
Irene Vanderlubbe, 1986 11 20 to 1986 12 19
Ron Vickers, 1987 01 05 to further notice

(c) That the appointment of Nancy L. Munn to the Occasional Staff, approved at the November meeting, be changed to become effective 1986 10 27 to 1987 06 30.

(d) That Julie Anne Beattie be returned from Leave of Absence and assigned teaching duties effective 1987 03 23.

(e) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown be granted in accordance with conditions governing Maternal Leaves:

Bonnie Angelini, 1987 03 23 to 1987 07 17
Mary Lou Mauro, 1987 02 16 to 1987 06 12
Diane Ridos, 1987 04 06 to 1987 07 31
Lourie Van Der Zyden, 1987 03 30 to 1987 07 24

(f) That the request of Kathy Lenz for a Parental Leave of Absence, effective 1987 02 23 to 1987 08 31, be granted.

(g) That the resignations of the following principals, who are retiring on superannuation, effective 1987 06 30, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan.

J. Nelson Elliott
Donald Mogg

(h) That the resignations of the following teachers who are retiring on superannuation effective 1987 06 30, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan:

Cameron Douglas
Réjeanne Flake
June Holland
Lionel Jeffrey
William Jones
Lorna Kendall

Geraldine Kennedy
Calvin Pearson
Stephen Szakszon
Ferruccio Viola
Jean Wright

(i) That the resignations of the following teachers, effective as shown, be accepted with regret:

Patricia McLaren, 1987 04 30
Patricia Watson, 1987 08 31

(j) That the timetable of the following teachers be increased as shown, effective 1987 03 23:

Kay Parent, from .5 to 1.00
Janice Robertshaw, from .5 to 1.00
Katherine Scarth, from $\frac{4}{5}$ to $\frac{5}{5}$ ($\frac{4}{5}$ Sem. 1, $\frac{5}{5}$ Sem. 2)

(k) That the increase in Patricia DiFrancesco's timetable, approved at the January Meeting be changed to read, "from $\frac{3}{5}$ to $\frac{5}{5}$ (full time Sem. 1 and $\frac{4}{5}$ Sem. 2)".

(l) That the following trips be approved:

(i) Ainslie Wood, Grades 9-12, Outdoor Education, Mount St. Louis, 1987 02 11 and 1987 02 25

(ii) Barton, Grades 12 & 13, Talisman Resort, 1987 02 24

(iii) Delta, Grades 11-12, Outdoor Education, Mount St. Louis, 1987 02 16

(iv) Hill Park, Grades 11-13, Outdoor Education, Algonquin Park, 1987 03 05-08 (Thursday to Sunday)

(v) Hill Park, Grades 11-13, Outdoor Education, Algonquin Park, 1987 04 10-13 (Friday to Monday)

(vi) Hill Park, Grades 11-13, Outdoor Education, Algonquin Park, 1987 05 06-10 (Wednesday to Sunday)

(vii) Sir John A. Macdonald, Grades 11-12, Outdoor Education, Mount St. Louis, 1987 02 19

(viii) Westmount, Grade 9, Quebec City, Quebec, 1987 05 03-07 (Sunday to Thursday)

(ix) Adelaide Hoodless, Grade 8, Quebec City, Quebec, 1987 03 04-07 (Wednesday to Saturday)

(x) G. L. Armstrong, Grade 8, Quebec City, Quebec, 1987 02 18-21 (Wednesday to Saturday)

(xi) Memorial, Grade 8, Quebec City, Quebec, 1987 02 25-28 (Wednesday to Saturday)

(xii) Alternative Education - Caledon, Grades 9-12, Blue Mountain, Collingwood, 1987 02 16-17 (Monday to Tuesday)

(xiii) Sir Winston Churchill, Outdoor Education, Kissing Bridge, 1987 02 26

(xiv) Westmount and Glendale, Grade 10, Mount St. Louis, 1987 02 27

(xv) Westmount, Glendale and Scott Park, Grades 11-13, Outdoor Education, St. Donat, Quebec, 1987 03 15-20 (Sunday to Friday)

(m) That the following teachers be appointed to the Probationary Staff, effective 1987 02 16, with salaries according to schedule:

Patricia Ashton, $\frac{2}{3}$ (4% Semester 2)

Jean Cole, $\frac{1}{3}$ (2% Semester 2)

(n) That the appointment of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Gayle Heywood, 1986 11 03 to 1987 06 30

Carol Kippers, 1986 09 29 to 1987 06 30

(o) That Lois Evans be returned from Leave of Absence and assigned teaching duties effective 1987 02 26.

(p) That the effective dates of Helen Demzcuk's Maternal Leave of Absence, approved at the January Meeting, be changed to 1987 01 28 to 1987 05 15.

(q) That the request of Constance Hall for Leave of Absence, effective 1987 02 02 to 1987 08 31, be granted.

(r) That the effective dates of Mary Hyodo's increase in timetable, approved at the November Meeting, be changed to 1986 09 15 to 1987 06 30.

2. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That, subject to need and to sufficient enrolment, classes in English as a Second Language at the elementary school level be offered, without fee, in the Summer Skill Program.

3. That the following requests regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Douglas Hampson to change the date of his Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement from the 1990-1991 school year, effective 1990 09 01 to 1991 08 31 to the second semester of the 1990-1991 school year, effective 1991 02 01 to 1991 08 31.

(b) That the Board rescind the leave of absence granted to David Martell for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31 and approve his request to withdraw from the Salary Holdback Plan ("4 Over 5").

4. That the following recommendation of the Superintendent of Curriculum & Special Services regarding the Expansion of the Writing to Read Program be approved:

(a) That the Writing To Read Program be extended to two additional inner-city schools, effective September 1, 1987 and that adequate equipment, materials and in-service be provided.

Clause 4(a) referred to Budget Review by B.M.C.

5. That the following report of the Microcomputer Advisory Committee be approved:

(a) That the Microcomputer Advisory Committee recommends acceptance of Option Two, Draft 3, as submitted to the Committee, and within the scope of the directions of the budgeted proposal.

Clause 5(a) referred to Budget Review by B.M.C.

Respectfully submitted,

Mrs. MARY CARY CLARKE,
Chairman.

Board Room,
1987 02 03.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

THIRD REPORT

Present: Sandi Bell (Chairman), Trustees Cunningham, Desmarais, Detwiler, Hicks, McMurrich, Mulholland, Rogers, Clarke, and Van Horne.

Also Present: Trustees Baskin, Deans, Lowe, Ruddle and Webb.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Business Administrator be approved, as presented to the members.

(a) That the resignation of Irvin J. Smith, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1987 02 28, and that the Board's retirement gratuity be paid.

(b) That the resignation of George Wall, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1987 03 31, and that the Board's retirement gratuity be paid.

(c) That the resignation of Erik Rammo, Administrative Staff, for the purpose of retirement, be accepted with regret, effective 1987 08 31, and that the Board's retirement gratuity be paid.

(d) That Betty Anderson be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 02 02, with salary according to the salary schedule.

(e) That Marilyn Kaye, Clerical Staff, be granted a Personal Leave of Absence, effective 1987 02 16 until 1987 08 14.

2. That the 1987 membership fee of \$600.00 be paid to the Ontario Educational Research Council.

3. That the fee of \$250 be paid to Sidney M. Halpern, Barrister, Solicitor and Notary for legal services rendered with respect to reviewing changes to the Board's Rules and Regulations pursuant to Bill 30 and Bill 75 Amendments to the Education Act.

4. That the 1987 Trusteeship fee of \$3,000 be paid to the Hamilton District Science and Engineering Fair.

5. That clauses 2(a), (b) and (c) of the report of the Education Management Committee be referred to the Budget Review Committee.

ELEMENTARY / SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Winifred Henderson, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of George P. Zuspann, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1987 02 17, and that the Board's retirement gratuity be paid.

(c) That Lynda Staley be appointed to the probationary Educational Assistant Staff, effective 1987 02 09, with salary according to the salary schedule.

(d) That Filomena Barricelli be appointed to the probationary Educational Assistant Staff, effective 1987 02 09, with salary according to the salary schedule.

(e) That the resignation of Susan F. McManus, Secondary School Clerical Staff, be accepted, effective 1987 01 23.

(f) That Sandra Scott, Educational Assistant Staff, be granted a Maternal Leave of Absence to commence 1987 03 30, in accordance with the Employment Standards Act.

(g) We regret to announce the death of George L. Foster, Caretaking and Maintenance Staff, on 1987 01 22.

2. That clauses 1(g), and (h) of the report of the Education Management Committee be approved, and in connection with clauses 1(g) and (h), that the Board's retirement gratuities be paid to J. Nelson Elliott, Donald Mogg, Cameron Douglas, Rejeanne Flake, June Holland, Lionel Jeffrey, William Jones, Lorna Kendall, Geraldine Kennedy, Calvin Pearson, Stephen Szakszon, Ferruccio

Viola and Jean Wright and that clauses 4(a) and 5(a) of the report of the Education Management Committee be referred to the Budget Review Committee.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1987 02 05.

ADDENDUM

The following motion was considered at the 1987 02 05 meeting to the Business Management Committee and was LOST:

ELEMENTARY / SECONDARY

1. That the mandate of the Transportation Committee be expanded for the study of transportation for French Immersion students.

**REPORT OF THE
RULES AND REGULATIONS COMMITTEE**

Present: Trustee Ruddle (Chairman), Trustees Baskin, Cunningham, Kennedy, McMurrich and Van Horne.

Also Present: Trustees Barker, Clarke, Deans, Desmarais, Detwiler, Paquin and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. E. Hodgins (Administrative Assistant to the Business Administrator / Treasurer), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That with respect to the school closure policy for schools for the Trainable Retarded:

(a) That the reference under Stage II — Review and Analysis including the Chairman of the Trainable Retarded Children's Advisory Committee as a member of the Review and Analysis Committee be deleted.

(b) That Section 1. of Stage III — Study of Recommendations be amended to read: "The Director will cause the Review and Analysis Committee's report to be studied and will forward specific recommendations to the Special Education Advisory Committee."

Respectfully submitted,

JAMES RUDDLE,
Chairman.

Committee Room,
1987 01 26.

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Lowe, Paquin, Ruddle, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. Stockwell (Area Superintendent), Mr. R. Kennedy (Area Superintendent), Mr. D. Rothwell (Area Superintendent), Mr. F. Kelly (Area Superintendent), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1.B That two additional Specific Learning Disabilities classes be established as soon as possible, in order to fulfill the waiting list. (\$44,000 — 1987 cost; \$96,000 — annual cost).

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman

Board Room,
1987 02 09.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
BUSINESS MANAGEMENT COMMITTEE**

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Hicks, Mulholland, Rogers and Van Horne.

Also Present: Trustees Barker, Kennedy, Ruddle and Webb.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

1. That clause 1B of the report of the special in-camera meeting of the Education Management Committee be approved.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1987 02 11.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 02 16.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mrs. S. Rogers (Administrative Secretary), and Mr. E. Hodgins (Administrative Assistant to the Business Administrator / Treasurer).

The special meeting was called to order to consider the Notice of Motion from Trustee Ruddle regarding amendments to the Board's Rules and Regulations, and to select the Chairmen for the Education Management and Business Management Committees.

Moved by Mrs. Clarke, seconded by Mr. Paquin: That this special meeting of the Board be resolved into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Trustee Rogers be Chairman of the Committee-of-the-Whole. Carried.

Trustee Rogers then assumed the Chair.

Moved by Mr. Ruddle: That the Rules and Regulations of the Board, as amended, be approved, effective immediately.

Moved in amendment by Mr. Hicks: That clause 94(e) be amended with the addition of "and any other representatives of community groups".

Speaking to the amendment, Trustee Hicks felt every opportunity should be allowed for community input especially with the directions to be taken in the near future, but Trustee Detwiler referred to the problems sometimes encountered when there are members from the community on certain committees.

Trustee Lowe agreed with Trustee Detwiler and she referred to the fact that the trustees are responsible to the taxpayer.

Trustee Van Horne also did not support the amendment. She noted that community representation can be requested for an ad hoc committee through the Board, as it was for the Task Force re Smoking in the Work Place, and such a decision should not be up to five Committee members.

Trustee Deans supported the motion since community representatives bring another point of view, but Trustee Baskin remarked that things can get out of hand. Trustee McMurrich felt the Task Force re Smoking is a good example of how the Board can deal with this type of situation.

Trustee Hicks believed it is time to have a mechanism in place to invite these groups, but Trustee Van Horne reiterated there is a mechanism.

The amendment was defeated.

Moved in amendment by Mrs. Van Horne: That clause 94(e) be deleted from the Rules and Regulations .

Trustee Lowe supported the amendment as she saw the inclusion of the Home and School representatives as a dangerous precedent, but Trustee Hicks was concerned with leaving this up to the Board when the committee is constituted.

When Trustee McMurrich inquired whether a Chairman of an ad hoc committee can ask a community group for a presentation, Mr. Penner replied that unless specifically prohibited, a committee can do as it deems necessary. Trustee McMurrich hoped logic would prevail, and supported the amendment.

Trustee Bell did not support the amendment as she viewed it as a move away from community input, but Trustee Rogers reminded the members the committee's composition can be definitely established by the Board.

Speaking to her motion, Trustee Van Horne felt all the concerns are already encompassed with Board procedure, and Trustees Detwiler and Lowe agreed the mechanism is there.

Trustee Webb felt the procedure is not clear and he opposed the amendment to delete 94(e), as did Trustee Deans.

The amendment was then adopted.

Trustee Ruddle alerted the members to 69(m) and 72(g) whereby representatives from the Home and School have been added to these clauses.

Trustee Clarke was concerned with this point since Home and School Associations are not city-wide, and she proposed the following amendment:

Moved in amendment by Mrs. Clarke: That the Home and School Council representatives be deleted from clauses 69(m) and 72(g).

While Trustee Bell agreed with Trustee Clarke's concerns on the Home and School not being a large enough representative group, Trustee Van Horne opposed the amendment as she saw this as a good idea since the Home and School Association is the only provincially-recognized voice of parents. In also supporting the amendment, Trustee Baskin noted she has always wanted a parent representative at the E.M.C. and B.M.C. as resource persons.

The amendment was defeated.

Moved in amendment by Mr. Mulholland: That representatives from C.U.P.E. be included in 69(m) and 72(g).
Lost.

Moved in amendment by Mr. Hicks: That the following form a new clause 94(e): An Ad Hoc committee of the Board may, at any time and within its mandate, invite input from external groups or individuals.

Trustee Bell agreed the new clause will be easy to interpret.

The amendment was then adopted. The original motion was also adopted.

Moved by Mr. McMurrich: That the meeting of the Committee-of-the-Whole now dissolve and return to a special meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Canon Rogers, seconded by Mr. Ruddle: That the report of the Committee-of-the-Whole be adopted.
Carried.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That Margaret Cunningham be Chairman of the Education

Management Committee for the year ending 1987 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Desmarais: That Mary Caye Clarke be Chairman of the Business Management Committee for the year ending 1987 11 30. Carried.

Moved by Miss Detwiler, seconded by Mr. Mulholland: That the membership of the following committees be approved for the year ending 1987 11 30:

EDUCATION MANAGEMENT COMMITTEE—M. Cunningham (Chairman), M. Barker, M. Baskin, J. Deans, P. Kennedy, W. Hicks, J. Ruddle, L. Vine, R. Webb, H. Paquin (Chairman of French Language Education Council), M. C. Clarke (Chairman of Business Management Committee) and R. Van Horne (Chairman of the Board).

BUSINESS MANAGEMENT COMMITTEE—M. C. Clarke (Chairman), S. Bell, J. Desmarais, H. Detwiler, M. Lowe, R. McMurrich, R. Mulholland, J. Rogers, H. Paquin (Chairman of French Language Education Council), M. Cunningham (Chairman of Education Management Committee) and R. Van Horne (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE—M. Cunningham, J. Deans, J. Desmarais, M. Lowe, R. McMurrich, J. Ruddle and R. Van Horne (Chairman of the Board).

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**AMENDMENTS TO THE
RULES AND REGULATIONS
OF
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON**

I. Proceedings at the First Meeting of the Board

1. The first meeting of the Board for each year shall be held at the Board Room on the **first Monday** in December at **19:00** hours unless otherwise ordered by the previous Board.

2.(b) At the appointed time the Secretary shall call the meeting to order and proceed to read the returns of election to the Board as certified to him / her by the City Clerk, whereupon the elected members, including members elected by the **French-speaking** supporters, shall take their places.

3.(c) In the absence of the Chairman of the Board, the Vice-Chairman shall be delegated to exercise the voting privileges and other privileges of the Chairman in all matters (relating to both panels, Part I and Part II — **DELETED**), with the exception of **matters outside the jurisdiction of the French-language members** when the Vice-Chairman is elected by **French-speaking** supporters.

II. Meetings of the Board

7. Unless there shall be a quorum (**10** members, or 9 members **for matters outside the jurisdiction of the French-language trustees, or 2 members for matters within the exclusive jurisdiction of the French-language trustees**) present within twenty minutes after the time appointed for any meeting, the Secretary shall record the names of the members then present; and the Board shall forthwith stand adjourned until the next regular day of meeting, unless a special meeting is called as hereinafter provided (See Section 11 re quorum).

III. Rules of Order

11.(a) With exception of items **outside the jurisdiction of the French-language members, or within the exclusive jurisdiction of the French-language members**, the presence of a majority of all the elected members constituting the Board is necessary to form a quorum and a vote of a majority of such quorum is necessary to bind the Board.

(b) At any meeting of the Board at which a matter **outside the jurisdiction of the French-language members** is under consideration, a majority of the members of the Board elected by **other than French-speaking** supporters shall form a quorum and the vote of a majority of such quorum shall be necessary to bind the Board, and a member of

the Board who is elected by the **French-speaking supporters** shall not vote. (Reference to Section 184(11), The Education Act — DELETED.)

(c) (NEW) At any meeting of the Board at which a matter within the exclusive jurisdiction of the French-language members is under consideration a majority of the members of the Board elected by the French-speaking supporters shall form a quorum and the vote of a majority of such quorum shall be necessary to bind the Board, and a member of the Board who is elected by other than French-speaking supporters shall not vote.

(d) (RE-NUMBERED) (Subject to Section 55(4) of The Education Act — DELETED) The presiding officer, except where he/she is chief executive officer of the Board and is not a member, may vote with the other members of the Board upon all motions **within his / her jurisdiction** (NEW), and any motion on which there is an equality of votes is lost. (Section 184(12), The Education Act.)

NOTE Re Sec. 55(4) — DELETED.

34.(a) Subject to Section 202 of The Education Act, **if** (where, in respect of a board — DELETED) the office of a member elected by **other than French-speaking supporters**, (except a board composed of three members — DELETED) becomes vacant from any cause before the expiration of the term for which he / she was elected; and

(i) the remaining members elected by **other than French-speaking supporters** constitute a majority of the members of the board **elected by other than French-speaking supporters**, a majority of such remaining members shall at the first regular meeting after the vacancy occurs, appoint a qualified person to fill the vacancy; or

(ii) there are no remaining members elected by **other than French-speaking supporters** or the remaining elected by **other than French-speaking supporters** do not constitute a majority of the members elected by **other than French-speaking supporters**, a new election shall be held to fill the vacancy or vacancies;

(iii) (NEW PARAGRAPH) every member so appointed or elected shall hold office for the remainder of the term of his / her predecessor. (Section 198(1), The Education Act.)

(b) Subject to Section 202 of The Education Act, where, in respect of a board of education, the office of a member elected by **French-speaking supporters** becomes vacant from any cause before the expiration of the term for which he / she was elected; and

(i) the remaining members elected by **French-speaking supporters** constitute a majority of the members elected by **French-**

speaking supporters, a majority of such remaining members shall at the first regular meeting after the vacancy occurs, appoint a qualified person to fill the vacancy; or

(ii) there are no remaining members elected by **French-speaking supporters** or the remaining members elected by **French-speaking supporters** are not a majority of the members elected by **French-speaking supporters**, **an new election shall be held to fill the vacancy or vacancies;**

(iii) **every member so appointed or elected shall hold office for the remainder of the term of his / her predecessor. (Section 277-1, The Education Act.) (NEW)**

35. The board may pay such allowances to each member of the Board and the Chairman of the Board (and to members of the Trainable Retarded Children's Advisory Committee who are not members of the board, as provided by the statute in that behalf — DELETED) as may from time to time be determined by the board.

(b) Clause DELETED.

36. The order of business shall be as follows:

Business Common to All Members.

(i) Declare Business of **this Section** Closed.

Matters Outside the Jurisdiction of French-language Members

(o) Declare Business of **this Section** Closed.

Matters Under Exclusive Jurisdiction of French-language Members

48. In the event that any contract, engagement, recommendation, order, instruction, nomination, claim, account, report or proceeding of any Committee is objected to by the Business Management Committee on any of the grounds set forth in Section 69(j) of these Rules of Order, any member of the Board may appeal against such objection by the Business Management Committee; and the appeal against such objection shall be allowed by the Board only upon a two-thirds vote of the members present and voting being recorded in favour thereof.

V. Committees Standing and Special

58. Reports of all Standing Committees, the Salary Committee, the Rules and Regulations Committee, **Liaison Committee and the Budget Review Committee (NEW)** shall be printed before presentation to the Board, and shall contain the names of the members of such committees present at the meetings at which such

reports were adopted; and if at any time a meeting of any Committee shall be called, but at the time appointed a quorum is not present, the Chairman, or in his/her absence the Secretary, shall report the fact to the Board at the next meeting, giving the names of the members present.

64.(a) The following shall be the Standing Committees of the Board, viz: Business Management and Education Management Committees, **and French Language Education Council (NEW)**.

(b) The following shall be the Statutory Committees, viz: (French Language Advisory Committee, Trainable Retarded Children's Advisory Committee — **DELETED**) Identification, Placement and Review Committee (NEW), Special Education Advisory Committee and Supervised Alternative Learning for Excused Pupils Committee and shall report to the Board through the Education Management Committee.

(c) The following shall be the Special Committees of the Board: Salary Committee, Rules and Regulations Committee, Personnel Committee, **Separate School Liaison Committee (NEW)**, and Budget Review Committee.

The Salary, Rules and Regulations, **Separate School Liaison (NEW)**, **and Budget Review (NEW)** Committees shall report to the Board. The Personnel Committee shall make recommendations to the Standing Committee concerned. (and the Budget Review Committee shall report to the Business Management Committee — **DELETED**.)

NOTE: (Only French Language, Trainable Retarded Children's — **DELETED**) **The Separate School Liaison Committee (NEW)** and the Special Education Advisory Committee are formulated under The Education Act. The **Identification, Placement and Review Committee and the (NEW)** Supervised Alternative Learning for Excused Pupils Committee are formulated under Ministry regulations.

Standing Committees **Business Management Committee**

65. The Business Management Committee shall be composed of **eleven members including (NEW)** the Chairman of the Board, the Chairman of the Education Management Committee, **the Chairman of the French-language Education Council (NEW)** and **eight** other members of the Board, **one of whom shall be a second member elected by French-speaking supporters.**

68. The Committee shall submit an annual report to the Board of all scholarships, bursaries and other awards made, together with an audited financial statement of all trust funds and trust securities. It

shall be the duty of the auditor to verify the existence of the securities and funds appearing in the statement, and his/her certificate shall so indicate, if such is the case.

All securities shall be registered in which funds have been invested or which shall hereafter be invested, both as to principal and interest so far as can be done, in the name of the "Board of Education for the City of Hamilton (Trust Fund Account)", and shall be placed for security in the custody of a Bank or Trust Company to be named by the Board and none of such securities shall be delivered out by the Bank or Trust Company with which they are so placed except on the requisition in writing of the Chairman of the Board, the Chairman of the Business Management Committee and the Treasurer of the Board.

69. The Committee shall:

(a) Clause **DELETED** and subsequent clauses **RE-NUMBERED**.

(m) (former sub-section (n)) invite representatives from the Teacher Federations **and Home and School Council (NEW)** to participate as resource persons, at the discretion of the Chairman, in the deliberations of the Committee.

Education Management Committee

70. The Education Management Committee shall be composed of **twelve members including (NEW)** the Chairman of the Board, the Chairman of the Business Management Committee, **the Chairman of the French-language Education Council, (NEW)** and **nine** other members of the Board, **one of whom shall be a second member elected by French-speaking supporters.**

72.(g) Invite representatives from the Teacher Federations **and Home and School Council (NEW)** to participate as resource persons, at the discretion of the Chairman, in the deliberations of the Committee.

(NEW) French Language Education Council

73. The French Language Education Council shall be composed of the three members elected by French-language supporters.

74. The council shall meet on the fourth Wednesday prior to the meeting of the Board.

75. The following matters are within the exclusive jurisdiction of council:

(a) The planning and establishment of French-language instructional units, including the preparation and submission of capital expenditure forecasts in respect of such units to the board for submission to the Ministry,

(b) The administration and the closing of French-language instructional units,

(c) Admissions committees under subsection 258 (6a) and section 273 of The Education Act,

(d) The planning, establishment, implementation and maintenance of programs and courses for pupils enrolled in a French-language instructional unit,

(e) The recruitment and assignment of teachers and administrative and supervisory personnel for French-language instructional units, and

(f) Entering into agreements under section 159 (provision of accommodation or services to another board), 161 (furnishing or obtaining education for pupils), 162 (public and separate school boards), 163 (furnishing or obtaining secondary school education for pupils) or 165a (adult basic education) in respect of pupils in French-language instructional units, of The Education Act.

76. The following matters are outside the jurisdiction of the council:

(a) The planning and establishment of schools that are not French-language instructional units, including the preparation and submission of capital expenditure forecasts to the board for submission to the Ministry in respect of such schools,

(b) The administration and the closing of schools that are not French-language instructional units,

(c) The planning, establishment, implementation and maintenance of programs and courses for pupils enrolled in a school or class that is not a French-language instructional unit,

(d) The recruitment and assignment of teachers and administrative and supervisory personnel for schools and classes mentioned in paragraph c, and

(e) Entering into agreements under section 159 (provision of accommodation or services to another board), 161 (furnishing or obtaining education for pupils), 162 (public and separate school board), 163 (furnishing or obtaining secondary school education for pupils) or 165a (adult basic education) in respect of pupils in a school or class that is not under Part XI of The Education Act.

77. In respect of any matter not referred to in Rule 75 or 76, including the employment of the director of education, a member of the council has the same powers, duties, rights and responsibilities as all other members of the board.

Rules 78. to 84. not used.

**Procedures re Submission of Briefs
to Committees by the Public**

85. (ITEM NUMBERED) The following procedures re submission of briefs to committees by the public are adopted:

(a) Individuals or groups may present a brief to the Education Management or Business Management Committees **or the French Language Education Council (NEW)** of the Board by prior arrangement.

(c) The request to appear before the committees should be in writing to the Secretary of the Board and should state the nature of the request, at least ten days in advance of the Committee meeting (Education Management Committee meets on the Tuesday before the first Thursday of each month at 18:15 hours — Business Management Committee meets on the first Thursday of each month at 18:15 hours — **French Language Education Council meets on the fourth Wednesday prior to the meeting of the Board (NEW).**

(g) It is the responsibility of the individual or group making the presentation to supply sufficient typed or printed copies of the brief (50 copies). Copies of these briefs are to be at the Office of the Secretary of the Board **preferably eight days prior but no later than 9:00 a.m. of the day prior to the committee meeting.**

STATUTORY COMMITTEES

French Language Advisory Committee

DELETE present Rules 73.- 80.

Trainable Retarded Children's Advisory Committee

DELETE present Rules 81.- 85.

Identification, Placement and Review Committee

(NEW Heading)

DELETE present Rule 86 (a).

86.(a) (RE-NUMBERED) The Identification, Placement, and Review Committee will consist of not fewer than three members, appointed by the Board as follows:

(iv) Clause DELETED.

87. The Board shall establish the procedures to be followed by the Identification, Placement and Review Committee in respect of admission to a **special education class**, but such procedures shall provide for the parents or guardian to appeal the determination that the pupil is exceptional or not and the appropriateness of the special education placement. (Section 8(2)b; 10(1)5 and 72(3), The Education Act, and Sections (2) and (3), Ontario Regulation 554 / 81.)

Special Education Advisory Committee

88.(a) The Board shall establish a Special Education Advisory Committee that shall consist of one representative from each of the local associations, (Section 182, sub-section (1)(c), The Education Act — DELETED) not to exceed twelve, in the area of jurisdiction of the Board, as nominated by the local association and appointed by the Board; where the Board provides a French-language instructional unit as defined in **Section 277(c)**, one or more members who are French-speaking ratepayers or supporters of the Board; three members appointed by the Board from among its members; and the Board may appoint one or more additional members who are not representatives of either a local association or the French-speaking community and are not members of the Board or of a committee of the Board. (Section 182(2), The Education Act — NEW.)

(b) Each of the persons appointed in (a) who are not members of the Board shall have the qualifications required for members of the Board that appointed them and shall hold office during the term of the members of the Board and until the new Board is organized. (Section 182(3), The Education Act — NEW.)

(c) DELETE present clause and RE-NUMBER subsequent clauses.

Supervised Alternative Learning for Excused Pupils

89.(c) The Committee shall be composed of six trustees, one of whom shall be the Chairman of the Board, (and one of whom shall be a member elected by the separate school supporters — DELETED) one supervisory officer and four community representatives.

SPECIAL COMMITTEES

Salary Committee

90.(c) The Committee shall consist of five members **elected by other than French-speaking supporters**, one of whom shall be the Chairman of the Board. **With respect to deliberations involving matters which are of a general nature, or which are within the exclusive**

jurisdiction of the French Language Education Council, a member of the French Language Education Council shall be included on the Committee. (NEW)

Rules and Regulations Committee

91.(c) The Committee shall consist of seven members one of whom shall be the Chairman of the Board and one of whom shall be a member elected by French-speaking supporters.

Personnel Committee

92. The Personnel Committee shall be appointed in December each year (by the Chairman of the Board — DELETED) and shall consist of five members; namely, the Chairman of the Board, **Vice-Chairman of the Board, Past Chairman of the Board (NEW)**, Chairman of the Business Management Committee, **and** Chairman of the Education Management Committee. (and two others to be appointed by the Chairman of the Board. — DELETED)

Budget Review Committee

93.(b) DELETE present clause and RE-NUMBER subsequent clauses.

(c) (RE-NUMBERED) This Committee shall be responsible for a detailed review of the annual Board Budget and shall make recommendations to the Board, ensuring that the matters which are within the exclusive jurisdiction and the matters which are outside the jurisdiction of the French Language Education Council are provided for (NEW).

94.(e) (NEW) An ad hoc committee of the Board may, at any time and within its mandate, invite input from external groups or individuals.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 03 11

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Clarke, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe and Mulholland.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Forrester (Area Superintendent), Kennedy (Area Superintendent), Shewfelt (Manager, Accounting and Budget), Jackson (Supervisor, Research Services), and Mrs. Rogers (Administrative Secretary).

The Chairman called the meeting to order and welcomed the representatives from the French Language Education Council of the Hamilton-Wentworth Roman Catholic Separate School Board — Mr. R. Paquette, Ms. J. Dion and Mr. P. Garon, who are attending this special meeting to discuss accommodation concerns regarding the students of Msgr. de Laval currently housed at Norwood Park School.

Mr. Paquette appreciated the good will in allowing the members to appear before the Board. The French Language Education Council from the Separate School Board had not realized the seriousness of the problem if the French Immersion programme is re-located to Norwood Park School. The issue is that 380 French children will be without accommodation in September 1987, and while other alternatives have been proposed, they see the only resolution is to allow these students from Msgr. de Laval to remain at Norwood Park School until a permanent location is determined.

Trustee Deans felt Sherwood Heights to be a good alternative, but Mr. Paquette pointed out some of the serious drawbacks; i.e., it would not be a permanent location, it is not as central, there are not enough classrooms and the gymnasium is not large enough, especially for cultural activities.

While Trustee Deans maintained the students will have to be moved eventually, Mr. Paquette expressed the hope the next

move would not be another interim move. Norwood Park may be needed to a maximum of two more years, until the students can be moved to their permanent location.

Mr. Paquette urged the Board to consider this plight.

Trustee Deans referred to this Board's offer to share Norwood Park or to rent Sherwood Heights, but Mr. Grosso, Area Superintendent from the Separate School Board, noted the students should be in a separate building because of the unique nature of the programme, and it was felt Norwood Park would be very crowded if the facility is shared.

Trustee Deans referred to the construction of new homes on the mountain, and the students of the Hamilton Board of Education must have adequate space. Trustee Detwiler noted the points mentioned by Mr. Paquette are the same disadvantages the students at Pauline Johnson School would have to endure. Trustee Detwiler would only support the move of the French Immersion students to Norwood Park in September 1987.

In answer to an inquiry from Trustee Lowe as to whether the officials felt there is space at Norwood Park to allow for sharing, the Director replied that portables would have to be put in place, but there would be enough space.

Trustee Lowe agreed with sharing the facility for a two year period with some flexibility from both sides.

When Trustee Hicks asked about the Separate School Board's future plan in two years, Mr. Paquette pointed out it pertains to the relocation of school populations and buildings.

Trustee Kennedy was concerned with the French Immersion Programme being put back to where it started. While he appreciated the dilemma the Separate School Board is in, he was sorry that Sherwood Heights was not suitable.

In response to Trustee Clarke's question, Mr. Paquette indicated a permanent solution will come about, but a two year extension to the lease is their goal this evening.

Trustee Mulholland questioned the capacities of schools on the mountain, especially that of Pauline Johnson School. Mr. Jackson indicated the forecasts do not include any of the urban development, and Pauline Johnson School and Cardinal Heights School may become as crowded as R. A. Riddell and C. B. Stirling Schools. Mr. Forrester commented that if one

school can be freed up, the boundaries are then readjusted. Further, if the French Immersion programme remains at Cardinal Heights and Pauline Johnson, each school would require two portables.

In response to Trustee Deans' inquiry on a long term lease for the Separate School Board at Sherwood Heights, Mr. Penner noted the Board could consider this should the Board not require the building.

Trustee Deans saw this as a viable solution, since it is in a good location and Sherwood Heights is a beautiful building.

Trustee Clarke referred back to the Board's work in forming the French Immersion programme, and she supported the Board's decision with respect to Norwood Park.

Trustee Mulholland wondered if the re-opening of Burkholder Drive School would relieve the crowded situations at the aforementioned schools and Mr. Jackson noted there will be a ripple effect. Trustee Mulholland supported the Board's action in this regard, but he wanted to consider all angles in hope of a possible solution.

Trustee Kennedy referred to all junior schools on the mountain which are crowded whereby a serious problem is posed.

The Chairman echoed the concerns made at the meeting, and while the Board is sympathetic, the Board of Education for the City of Hamilton is in a similar plight. Mrs. Van Horne encouraged the representatives from the Council to consider Sherwood Heights School and the possibility of a long term lease.

The Chairman then thanked the members from the Council from the Separate School Board for attending the meeting. The Board is concerned with the situation facing the Separate School Board, but is unable to solve this dilemma.

In his closing remarks, Mr. Paquette thanked the Board for the gracious reception. He saw the Separate School Board as having no alternative, but he felt the Hamilton Board does. He urged the Board to re-consider the request to extend the lease of Norwood Park School to the Separate School Board to look after these children, who will eventually be students with the Hamilton Board of Education.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 03 12.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Clarke, Cunningham, Deans, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Rogers, Ruddle and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Superintendent of Operations), Sinclair (Manager, Personnel and Employee Relations), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary / Secondary Part of the report of the special "in-camera" meeting of the Education Management Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Deans, Kennedy, Hicks, Ruddle, Webb, Clarke and Van Horne.

Also Present: Trustees Detwiler, Lowe, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Superintendent of Operations), Sinclair (Manager, Personnel and Employee Relations), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY / SECONDARY

(a) That clause (o), Part II of the report of the Education Management Committee regarding the request of a (.7) Leave of Absence for Linda Scott adopted by the Board at its May, 1986 meeting held on 1986 05 08 be rescinded.

(b) That clause (m), Part II of the report of the Education Management Committee regarding the request of the Ministry of Education for the part-time secondment of Linda Grant, adopted by the Board at its July, 1986 meeting on 1986 07 10 be rescinded.

(c) That the request of Linda Grant for a Leave of Absence effective 1987 04 01 to 1988 08 31 in order to assume her responsibilities as an Executive Assistant for the Ontario Public School Teachers' Federation be approved, at no cost to the Board.

(d) That the terms of Agreement of 1987 03 10 between the Board and Donald C. Collins and the Provincial O.P.S.T.F. be approved.

Respectfully submitted.

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 03 12.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 03 12.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular and special meetings were adopted as presented to the members.

A moment of silence was observed in memory of Matthew Antonic, a student at Centennial who died in a traffic accident, Carol Moule, a teacher at Westdale who also died tragically in a traffic accident, and Dr. Dorsey, Chairman of the Board in 1955.

A communication from A.L.S.B.O. requesting voting delegates for the Annual General meeting, and a voting delegate for the C.S.T.A. convention was read to the members.

Moved by Mr. Webb, seconded by Mr. Ruddle: That three trustees, to be named by the Chairman of the Board, be selected to represent this Board as voting delegates (as well as three alternates) at the A.L.S.B.O. General Meeting on 1987 05 09. Carried.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That Ray Mulholland be the voting delegate for the Hamilton Board of Education at the C.S.T.A. Annual Convention in July 1987 in Charlottetown, P.E.I. Carried.

A letter of thanks for the Board's expression of sympathy from Trustee Vine was read to the members. This was received and ordered filed.

Committee reports were presented as follows:

Education Management Committee—Miss Cunningham

Business Management Committee—Mrs. Clarke

Moved by Miss Cunningham, seconded by Mr. Kennedy: That the General Part of the report of the Education Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Canon Rogers: That the General Part of the report of the Business Management Committee be adopted. Carried.

Under Unfinished Business, Trustee Clarke remarked on the presentation by Wayne Elgie on Canada A.M. with respect to Youth Suicide. Mr. Elgie was also mentioned in a recent article in Canadian Living Magazine on this topic.

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council—Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY / SECONDARY

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary / Secondary Part of the report of the Education Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Ruddle: That the Elementary / Secondary Part of the report of the Business Management Committee be adopted.

Moved in amendment by Mr. Mulholland, seconded by Miss Cunningham: That Item Four of the Elementary / Secondary Part of the Business Management Committee be referred back for further study.

Speaking to the amendment, Trustee Mulholland believed there are misconceptions about the land in question. He understood that the adjacent property has been sold to a developer wishing to change the zoning. He felt the property could be used in the future. While the property was purchased in 1961, it is now valued at \$350,000, and with such an investment, perhaps it is more valuable to keep as an asset. He

hoped the Board petitions the Ministry with respect to grants for the renovation of older buildings, which he understood is the reason for the property to be sold.

Mr. Penner pointed out the property in question does not need to be dealt with now, but he did have concerns on the future renovations of older buildings. An appraisal will be obtained for presentation at the B.M.C.

Trustee Deans felt the motion is that of an offer, and anything final would be brought back to the Board. Mr. Penner replied that is correct and it would come back with an appraisal.

Trustee Mulholland emphasized that it is an offer to sell, and he did not want to see this action taken. It will not be going to a retirement home, and he felt there are many questions to be answered before letting this property go.

Trustee Detwiler also requested clarification with respect to the property and whether it will be going to a retirement home. Mr. Penner understood the property would be used for residential purposes.

The motion to refer was then adopted. The original report, as amended, was adopted.

In pursuance of the notice she gave at the last regular meeting, it was moved by Miss Cunningham and seconded by Mrs. Deans: That French Immersion be phased out and that Core French be introduced in Kindergarten.

Trustee Cunningham referred to Ministerial documents and statistics relative to French Immersion. She believed every effort should be made for all students to be exposed to Core French and the present system is not the only way to achieve French Immersion. The whole matter needs investigation, and she referred specifically to the elitist image the programme seems to garner.

While Trustee Deans agreed with most of the motion, she would like to see the opportunity afforded to all children. She urged the trustees' support to see the programme reviewed at committee level.

Trustee McMurrich saw the notice of motion as two motions and while he agreed with the study to extend Core French, he questioned whether this deals with French Immersion. He did not support the motion.

Trustee Vine agreed Trustee Cunningham's comments were thought-provoking, and the total picture should be viewed prior to any decision.

Trustee Lowe remarked on the amount of time Miss Cunningham must have spent to prepare the presentation, and since the whole matter should be debated in full, a special meeting should be planned in this regard. The Board owes it to the children in this City.

Moved by Mrs. Lowe, seconded by Mrs. Vine: That the motion that French Immersion be phased out and that Core French be introduced in Kindergarten be referred to a Special Meeting of the Education Management Committee.

Trustee Rogers opposed the referral and he believed French language education should be studied. He had concerns on the phasing out of the programme. Trustee Kennedy also opposed the motion as he saw French Immersion is now under control. He referred to the dedication of the parents and he did not see it as an elite group.

Trustee Vine urged support of the referral as she saw there are facts to be studied.

When Trustee Hicks asked about the Committee currently studying the future of French Immersion, the Chairman noted that Committee has completed its mandate.

Trustee Lowe pointed out that phasing out is only one part, and it should be considered fully.

The motion to refer was then adopted.

Under Unfinished Business, Trustee Detwiler commended the organizers of the Checkers Tournament held recently at Sir. John A. Macdonald. Mr. Ken Shoemith organized the project, along with many staff members who supervised the proceedings.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland, Ruddle, Van Horne and Vine; Mr. I. Massouh, Principal, G. P. Vanier Secondary School; Ms. P. Laforest-Norman, Ministry of Education Regional Branch.

Officials Present: Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. J. Singer (Deputy Administrator-Buildings), Mr. R. Kennedy (Area Superintendent), Dr. C. Pryor (Supervisor, Psychological Services), Mr. O. Jackson (Supervisor, Research Services).

The Council recommends:

1. That course 9 ou 10 annee L'indentite a l'adolescence (Code du cours: HSA) be approved and offered at the general level in Grades 9 and 10 at G. P. Vanier Secondary School.

2. That the Hamilton Board of Education apply for the \$5,000.00 grant from the Ministry by February 27, 1987, for the purpose of translating by-laws, procedures and/or policy manuals or documents.

3. That a .5 Curriculum Coordinator be appointed to G. P. Vanier School for one year with a possible renewal for two, pending a review in the spring of 1988.

4. That Josee Gagnon be appointed to the Probationary Secondary School Clerical Staff, effective 1987 02 02, Level 1, with salary according to the Collective Agreement.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1987 02 18

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

FOURTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Clarke, Deans, Hicks, Kennedy, Paquin, Ruddle, Vine and Webb.

Also Present: Trustees Detwiler, Lowe, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt, (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Superintendent of Curriculum and Special Services be approved as presented to the members:

(a) That a grant application in the amount of \$2,162 to Employment and Immigration Canada (Challenge — SEED) for a Cooperative Education Assistant to be employed for 13 weeks commencing June 1 at a cost of \$183.00 to the Board be approved.

2. That the representatives from community organizations and other community personnel, as presented to the members, be appointed to the Special Education Advisory Committee for the 1986-1987 school year; as follows:

Mrs. Judith Bishop

Hamilton Council of Home & School Associations

Dr. Wendy Brennan

Ontario Psychological Association

Dr. Joseph Jacobs

Hamilton & District Association for the Mentally Retarded

Mrs. Nalda Dalziel

Hamilton District Society for Disabled Children

Mr. Gerry Collver

Children's Services Committee, Hamilton Public Library

Mrs. Gloria Christianson

Parent's Committee, Canadian National Institute for the Blind

Miss Grace Harris

Canadian Hearing Society

Mrs. Judy Masters

Hamilton and District Parents of Handicapped Children

Mrs. Doreen Allice

Association for Bright Children

Mrs. Dorothy Tilbury

Association for Children and Adults with Learning Disabilities

Dr. Philomena Newberry

Chedoke-McMaster Hospitals

3. That the following report of the Race Relations Committee be approved:

(a) That the terms of reference of the Race Relations Committee be adopted.

1. To investigate existing race relations policies and support documents.

2. To develop a Race Relations Policy for the Hamilton Board of Education.

3. To recommend procedures for implementation of said policy.

4. Second or enlist assistance as deemed appropriate.

Timeline:

To report to Education Management Committee prior to November 30, 1987.

Composition of Committee:

—five trustees chosen by the Chairman of the Board

Resource People:

—Manager, Personnel and Employee Relations

—Superintendent of Operations (or designate)

—Consultant, Values Education

—Other staff as deemed appropriate by the Committee.

The resource people are non-voting committee members.

ELEMENTARY / SECONDARY

1. That the following recommendation of the Superintendent of Operations regarding the "Just Say No" program scheduled for Sunday, 1987 05 24 be approved:

(a) That the trustees and officials co-operate with the East Hamilton Optimist Club in presenting the "Just Say No" drug awareness by:

(i) Assisting in the dissemination of information to the school communities

(ii) Encouraging students in our schools to attend the presentation.

2. That the following recommendations of the Superintendent of Operations be approved as presented to the members.

(a) That the promotion of Allan Male, approved at the February Meeting, be changed to read, "That Allan Male be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 02 13, with salary according to schedule."

(b) That the promotion of Robert L. Macoritti, approved at the February Meeting, be changed to read, "That Robert L. Macoritti be appointed to the position of Acting Vocational Assistant to the Principal of a Secondary Vocational School, effective 1987 02 16, with salary according to schedule."

(c) That Beverley McDonald be appointed to the position of Acting Department Head of Girls' Physical Education, effective 1987 02 01, with salary according to schedule.

(d) That John Liddell be appointed to the Probationary Staff, effective 1987 03 23, with salary according to schedule.

(e) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Barbara Allum, 1987 01 26 p.m. to 1987 02 24

Patricia Ashton, 1987 01 05 to 1987 01 30

Patricia L. Barr, 1987 01 05 to 1987 03 13

Andrew Blaber, 1987 01 13 to 1987 02 13

Susan L. Brooker, 1987 01 16 p.m. to 1987 02 27

Barbara Jarrett, 1987 01 05 to further notice

Julie Marshman-MacCuish, 1987 04 06 to 1987 06 30

Gwen M. Myatt, 1987 02 02 to 1987 05 29

Linda R. O'Brien, 1987 02 04 to further notice

Deanna Richardson, 1987 01 08 to further notice

Brad Ryan, 1987 02 16 to further notice

Elisena M. Santucci, 1987 03 02 to 1987 06 30

Sabastiano (Sam) Santucci, 1987 02 02 to further notice

Marilyn Vanderdussen, 1987 01 13 to further notice

(f) That the requests of the following teachers for a Maternal Leave of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Jeannie Hughes, 1987 03 24 to 1987 07 21

Mary Robertson, 1987 05 04 to 1987 08 28

Brenda Stewart, 1987 05 04 to 1987 08 28

(g) That the request of Janice R. Wilson for an extension of her Personal Leave of Absence until 1988 01 31, be granted.

(h) That Malcom Buchanan be granted a Leave of Absence from teaching duties, commencing 1987 03 13 to 1987 06 30, in order to accept a position with the Provincial Ontario Secondary School Teachers' Federation.

(i) That the request of Constance Hall for a Leave of Absence, effective 1987 02 02 to 1987 08 31, approved at the February Meeting, be rescinded.

(j) That the resignation of Stephen Oneschuk, Principal, who is retiring on superannuation, effective 1987 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

(k) That the resignations of the following teachers, who are retiring on superannuation, effective as shown, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

James A. Bell, 1987 06 30

Victoria Bowes, 1987 06 30

Leslie Bridgehouse, 1987 06 30

Jessie Bullis, 1987 08 08

Mary Campbell, 1987 06 30

Ronald C. Clark, 1987 06 30

Marion Eby, 1987 06 30

Jack Ewan, 1987 06 30

Edmond Gretzky, 1987 06 30

Robert Hadcock, 1987 06 30

John Jacina, 1987 06 30

Ross Jones, 1987 06 30

Alice Lusted, 1987 06 30

Gertrude McIlwraith, 1987 06 30

Marion Riddell, 1987 06 30

Marion Sims, 1987 06 30

Michael Smykaluk, 1987 06 30

Frank V. Stanton, 1987 06 30

William J. Thompson, 1987 06 30

Jessie R. Windsor, 1987 06 30

(l) That the resignation of Donald Taylor, who is retiring on superannuation, effective 1987 04 14, be accepted with regret.

(m) That the effective date of Katherine Scarth's timetable increase, approved at the February Meeting, be changed to 1987 02 02.

(n) That the following trip requests be approved:

(i) Elizabeth Bagshaw, Grade 7, Ottawa, 1987 05 04-06 (Monday to Wednesday)

(ii) Hampton Heights, Grades 7 & 8, Lancaster, N.Y., 1987 03 07

(iii) Huntington Park, Grade 1-2 Children's Museum, Story Book Gardens, London, 1987 05 25

(iv) Ryerson, Grade 8, Artpark, Lewiston, N.Y., 1987 06 05

(v) Westview, Grades 6 & 7, Outdoor Education, Camp Arowhon, Algonquin Park, 1987 06 16-19 (Tuesday to Friday)

(vi) Glendale, Grades 9-13, New York, N.Y., 1987 05 06-10 (Wednesday to Sunday)

(vii) Sir Allan MacNab, Grades 9-13, Moonstone, Mount St. Louis, 1987 03 05

(viii) Westdale, Grades 11-13, Mount St. Louis, Moonstone, 1987 03 10

(o) That the effective dates of the Maternal Leave of Absence granted to Anne Klaus at the January Meeting be changed to 1987 02 16 to 1987 04 10.

(p) That the request of Gail Rappolt for a Personal Leave of Absence, effective 1988 02 01 to 1988 08 31, be granted.

(q) That the timetable of Catherine Attridge be increased from $\frac{3}{4}$ to $\frac{4}{4}$ (4% Sem. 1 and Sem. 2), effective 1987 02 02.

(r) We regret to announce the death of Carol Moule, a teacher at Westdale Secondary School, on 1987 02 23.

3. That the following requests regarding the "4 Over 5" Plan be approved as presented to the members:

(a) That approval be granted for the request of Wendy Cole for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") for the 1991-1992 school year, effective 1991 09 01 to 1992 08 31, subject to the negotiated Secondary School Collective Agreement.

(b) That approval be granted for the request of Robert V. Matotek for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") for 1991-1992 school year, effective 1991 09 01 to 1992 08 31, subject to the negotiated Elementary School Collective Agreement.

(c) That the Board rescind the leave of absence granted to John P. Morrison for the second semester of the 1987-1988 school year, effective 1988 02 01 to 1988 08 31 and approve his request to withdraw from the Salary Holdback Plan ("4 Over 5").

Respectfully submitted,

Miss MARGARET CUNNINGHAM,

Chairman.

Board Room,
1987 03 03.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE**

FOURTH REPORT

Present: Mary Caye Clarke (Chairman), Trustees Desmarais, Detwiler, McMurrich, Mulholland, Paquin, Rogers, Cunningham and Van Horne.

Also Present: Trustees Deans, Hicks, Kennedy, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator/Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Business Administrator be approved as presented to the members.
 - (a) That the resignation of Edward Bohe, Administrative Staff, for the purpose of retirement, be accepted with regret, effective 1987 08 31, and that the Board's retirement gratuity be paid.
 - (b) That the Board of Education for the City of Hamilton participate in the Ontario Ministry of Labour - "Students in Personnel (SIP)" and "Students Training in Industrial Relations (STIR)" summer programs, at no cost to the Board, for the placement of a university and/or community college student(s) in the Personnel Department for a maximum of four months.
 - (c) That Kathy MacDonald be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 03 09, with salary according to the salary schedule.
 - (d) That Gael MacPherson, Psychological Consultant, be granted a Maternal Leave of Absence, to commence 1987 06 01, in accordance with the Employment Standards Act.

- (e) That the Maternal Leave of Absence for Lori Szwarc, Psychological Consultant, be changed to commence 1987 03 26.
2. That the service fee of \$1,119 be paid to the firm of Evans, Philp, Barristers and Solicitors.
3. That clause 1(a) of the report of the Education Management Committee be approved.

ELEMENTARY/SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.
 - (a) That the resignation of Hilda Sheldon, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 04 30, and that the Board's retirement gratuity be paid.
 - (b) That the resignation of Robert B. Cherrett, Administrative Staff, be accepted with regret, effective 1987 07 31, and that the Board's retirement gratuity be paid.
 - (c) That the resignation of Isabel Rayner, Clerical Staff, for the purpose of retirement be accepted with regret, effective 1987 06 30, and that the Board's retirement gratuity be paid.
 - (d) That Maria Lamoureaux be appointed to the classification level of Assistant Caretaker, effective 1987 02 16, with wage rate according to the Collective Agreement.
 - (e) That Jacqueline Melanson be appointed to the classification level of Assistant Caretaker, effective 1987 02 17, with wage rate according to the Collective Agreement.
 - (f) That the following be appointed to the Caretaking and Maintenance Staff on three month's probation, as Assistant Caretakers, effective as shown, with wage rate according to the Collective Agreement:

Michael Doslea	1987 02 16	David Pfau	1987 02 24
Randy Schlecht	1987 02 23	Douglas Thornberry	1987 02 24
Diane Taylor	1987 02 23	Scott Baldry	1987 03 02
David Yates	1987 02 24	Peter Beasley	1987 03 02
 - (g) That Elizabeth McLaren be appointed to the classification level of Assistant Caretaker, effective 1987 03 03, with wage rate according to the Collective Agreement.
 - (h) That Angela Eaton be appointed to the Probationary Educational Assistant Staff, effective 1987 03 02, with salary

according to the salary schedule, and subject to continued Ministry of Education funding.

- (i) That Gail Urban be appointed to the probationary Secondary School Clerical Staff, effective 1987 03 09, Level 1, with salary according to the Collective Agreement.
- (j) That the resignation of Gale R. McCarty, Secondary School Secretarial and Clerical Staff, be accepted effective 1987 02 17.
- (k) That the resignation of Kimberley D. Hawes, Secondary School Secretarial and Clerical Staff, be accepted effective 1987 02 27.
- (l) That Deborah Owen, Educational Assistant Staff, be granted a Maternal Leave of Absence, to commence 1987 03 23, in accordance with the Employment Standards Act.
- (m) That Josephine Aurini, Secondary School Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 06 15, in accordance with the Employment Standards Act.
- 2. That the request from the Stinson Street Public School Parent Group for the installation of a creative playground at Stinson Street School be approved in principle, and that the usual committee be struck to plan the arrangement.
- 3. That the Board sell to the City of Hamilton a strip of land approximately 38,202.37 square feet for roadway purposes from the Board site in Lot 28, Concession 4, Saltfleet at a price of \$28,651.78.

(Clause 4 referred back by Board 1987 03 12)

- 4. That the Board offer for sale the parcel of land approximately 6.0 acres in size in Lot 4, Concession 1, and that this be done in accordance with Ministry regulations.
- 5. That clauses 2(j) and (k) of the report of the Education Management Committee be approved and in connection with clauses (j) and (k), that the Board's retirement gratuity be paid to Stephen Oneschuk, James Bell, Victoria Bowes, Leslie Bridgehouse, Mary Campbell, Ronald C. Clark, Marion Eby, Jack Ewan, Edmond Gretzky, Robert Hadcock, John Jacina, Ross Jones, Alice Lusted, Gertrude McIlwraith, Marion Riddell, Marion Sims, Michael Smykaluk, Frank V. Stanton, William J. Thompson and Jessie R. Windsor.

Respectfully submitted,

Board Room,
1987 03 05.

MARY CAYE CLARKE,

Chairman.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 03 26.

The Board met.

Present: Sandi Bell (Chairman), Trustees Barker, Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Rogers, Ruddle, Van Horne and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), J. Penner (Business Administrator / Treasurer), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), G. Rutledge (Budget Supervisor), B. MacDonald (Payroll Supervisor), A. King (Budget Analyst), S. Rogers (Administrative Secretary).

The special meeting was called to order to consider the 1987 Budget.

Moved by Mrs. Bell, seconded by Mr. McMurrich: That Lines 1 and 2 of General business of the 1987 Budget in the amount of \$27,676,677 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Mrs. Bell acknowledged this has been a painful Budget. The Board managed to shave \$2.75 million off the original estimate to bring the Budget to \$181.5 million, representing 6.7 per cent over the last Budget.

Trustees Clarke, Ruddle, Mulholland and Rogers declared possible conflicts of interest, and indicated they would neither take part in discussion nor vote on this particular item.

The motion was adopted.

Moved by Mrs. Bell, seconded by Mr. Webb: That Lines 3 to 20 inclusive of General Business of the 1987 Budget in the amount of \$22,989,779 be approved, and that the Business

Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Mr. Mulholland pointed out there is \$400,000 in the budget for Technological Studies that was approved by the Board on December 11, 1986.

The members agreed, since the Technological Studies Program was approved by the Board in December and never referred to the Budget Review Committee, a rescinding motion, carried by a two-thirds majority, would provide the members with the opportunity to make a monetary adjustment.

The above motion was temporarily set aside to deal with the rescinding motion:

Moved by Mrs. Bell, seconded by Mr. Webb: That the December 11, 1986 motion concerning Technological Studies in the amount of \$400,000 be rescinded.

Mrs. Van Horne ruled a two-thirds majority of the members present and eligible to vote, was not obtained, and the motion was defeated. There were two abstentions.

Trustees Barker and Desmarais indicated they did not realize the significance of the vote, and communicated their wish to take part in the vote on this particular matter.

Mrs. Van Horne ruled a re-count on the vote would be taken, and Mr. Mulholland challenged the ruling. The challenge was defeated. The motion was adopted by a two-thirds majority.

The motion to approve Lines 3 to 20 inclusive was then placed back on the floor.

It was determined, in order to return the Technological Studies budget to the original amount recommended, a motion for \$288,000 would be required.

Moved by Mrs. Bell, Seconded by Mrs. Clarke: That \$288,000 be placed in the Budget for the Technological Studies program. Carried.

Mrs. Van Horne indicated the amount in the main motion would remain the same, and the motion, as amended, was adopted.

Moved by Mrs. Bell, seconded by Miss Detwiler: That Lines 1 and 2 of Elementary / Secondary business of the 1987

Budget in the amount of \$118,027,338 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein. Carried.

Moved by Mrs. Bell, seconded by Mrs. Lowe: That Lines 3 to 20 inclusive of Elementary / Secondary business of the 1987 Budget in the amount of \$11,129,925 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Mrs. Deans commented, with respect to the Budget, it is too high for the taxpayer and too low for what the Trustees want to do.

Miss Detwiler stated she would like to see the \$800,000 in sales tax that is paid to the provincial government, deleted from the Budget.

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

For F.L.E.C. Budget, refer to Page 117.

**1987 BUDGET
FOR THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
SUMMARY OF EXPENDITURES**

	1986	1987	Increase (Decrease)
Salaries & Wages, Employee Benefits.....	\$137,580,198	\$147,165,090	\$9,584,892
Travel, Personnel Training & Bursaries.....	672,827	735,288	62,461
Books, Energy, Repairs and Supplies.....	18,738,676	19,472,439	733,763
Replacement & New Equipment	2,381,756	2,400,816	19,060
Debt Charges.....	2,528,742	2,294,620	(234,122)
Capital from Current & Permanent Improvements	1,458,879	847,150	(611,729)
Rentals, Fees & Contractual Services	4,598,662	5,113,300	514,638
Transfers to Other Boards & Other	2,036,883	3,419,468	1,382,585
Total Expenditure Budget	<u>\$169,996,623</u>	<u>\$181,448,171</u>	<u>\$11,451,548</u>

SUMMARY OF REVENUES

Levy for Mill Rate	\$97,972,175	\$105,746,619	\$7,769,444
Supplementary Taxes, T. & T., P.I.L., Surplus & Trfs	8,173,306	8,044,795	(128,511)
Provincial Grants.....	51,727,002	59,331,834	7,604,832
Other Revenue.....	6,675,887	8,324,923	1,649,036
Refund of Taxes.....	5,443,253	—	(5,443,253)
Total Revenue Budget.....	<u>\$169,996,623</u>	<u>\$181,448,171</u>	<u>\$11,451,548</u>

SUMMARY OF BUDGET APPROVAL BY THE BOARD

GENERAL	\$ 50,768,085
ELEMENTARY/ SECONDARY	129,055,634
FRANCOPHONE	1,624,452
TOTAL.....	<u>\$181,448,171</u>
ELEMENTARY	\$102,606,749
SECONDARY	78,841,422
TOTAL.....	<u>\$181,448,171</u>

REPORT OF THE BUDGET REVIEW COMMITTEE

Present: Sandi Bell (Chairman), Trustees Barker, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Rogers, Ruddle, Van Horne and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), J. Penner (Business Administrator / Treasurer), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), J. Singer (Deputy Administrator - Buildings), G. Rutledge (Budget Supervisor), B. MacDonald (Payroll Supervisor), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That Lines 1 and 2 of General business of the 1987 Budget in the amount of \$27,691,677 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 inclusive of General business of the 1987 Budget in the amount of \$22,989,779 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY / SECONDARY

1. That Lines 1 and 2 of Elementary/Secondary business of the 1987 Budget in the amount of \$118,005,338 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 inclusive of Elementary / Secondary business of the 1987 Budget in the amount of \$11,129,925 be approved, and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1987 03 24.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 04 09.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Ruddle, Webb and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations), and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting and special meeting of 1987 03 12 were adopted as presented to the members. At Trustee Barker's request, the following amendment was made to the minutes of the special meeting of 1987 03 11 in the form of an addition to Page 88, after the sixth paragraph:

"Trustee Barker asked why Norwood Park is specifically needed for the French Immersion programme, and the Director replied a school was required to allow for a programme that could be uncapped to handle the population of French Immersion on the mountain, and Norwood Park is the best school because of the size and location. When Trustee Barker asked if Sherwood Heights was investigated, the Director replied it is not feasible because it is too small."

The minutes of the special meeting of 1987 03 11, as amended, were then adopted.

A communication from the Council on Road Trauma thanking the Board for its participation during S.A.I.D. Week (Student Against Impaired Drivers) was read to the members. A letter of thanks from Trustee Van Horne for the Board's expression of sympathy was also read to the members. These were received and ordered filed.

Mr. McMurrich gave notice that he would move or cause to be moved at the next meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS it is the Board's responsibility to provide the students of Hamilton with the best education possible, and

WHEREAS the varied requirements of the system including special education, technological studies, microcomputers, curriculum and textbook upgrading, construction of new accommodation and renovation of aging buildings, professional development of staff, etc., all require financial resources and,

WHEREAS these financial resources are limited due to steadily decreasing support from the Ministry of Education and the need to control the increasing burden on the local taxpayer.

THEREFORE BE IT RESOLVED that a committee be established to examine the budget development and approval process. This committee shall report to the Board through the Business Management Committee no later than November, 1987, and shall be composed of five trustees chosen by the Chairman of the Board. The Business Administrator / Treasurer and the Manager of Accounting and Budget shall be non-voting members of the committee. Matters to be examined shall include the process by which recommendations pass through the committee system, the role of the trustees in consideration and approval of recommendations, the implications of setting an expenditure ceiling before the preliminary estimates are presented, and the time frames for deliberations on expenditure and revenue estimates. Considerations shall include any findings and recommendations relating to the budget process that may be contained in the report of the management consultants.

Committee reports were presented as follows:

Education Management Committee and Special Report
— Miss Cunningham

Business Management Committee — Mrs. Clarke

Salary Committee — Miss Detwiler

Moved by Miss Cunningham, seconded by Mrs. Lowe:
That the General Part of the report of the Education Management Committee, and the special report be adopted.

Moved in amendment by Mr. Hicks, seconded by Mr. Mulholland: That clause 1(a) of the addenda of the report of the special meeting (1987 03 23) of the E.M.C. be lifted to form part of the report.

Speaking to the amendment, Trustee Hicks updated the members on what has happened with respect to smoking bans in both commercial and government organizations. He urged the trustees to re-evaluate their position, as he saw the implementation of such a policy helping the learning environment and also preventing students from starting to smoke. Trustee Hicks had concerns on the cost of ventilating designated smoking areas, and a total ban would not cost a cent.

The amendment was then put to a vote and was defeated. A recorded vote was requested with Trustees McMurrich, Bell, Mulholland, Kennedy, Hicks, Barker, and Cunningham in favour, and Trustees Baskin, Vine, Webb, Ruddle, Deans, Lowe, Detwiler, Desmarais, Paquin, Clarke and Van Horne opposed.

The Chairman then referred to the conflict contained in the reports of E.M.C. and B.M.C.

Moved in amendment by Mr. McMurrich, seconded by Mrs. Bell: That clause 3 of the General report of the Education Management Committee be postponed until June. Carried.

Moved in amendment by Mr. Kennedy, seconded by Mr. Hicks: That clause 2 of the addenda of the special E.M.C. of 1987 03 23 be lifted to form part of the report.

Trustee Kennedy urged the members to support a total smoking ban. He saw the amendment as a way to prepare staff. Trustee Deans had concerns on the enforcement of banning smoking but the amendment allows time to work this out.

While Trustee Vine saw the motion as saying nothing, and did not support it, Trustee Bell differed since this will send a message to the staff, and it would allow the staff groups to take positive action.

The amendment was then put to a vote and was defeated by a tie vote.

Trustee Hicks requested clarification on the designated smoking areas the Committee regarding Smoking in the Work Place (clause 1 (B) of the report) would look at, as he

envisioned some difficulty in this regard, but the Chairman was confident the committee will deal with this.

The original report, as amended was then adopted.

Moved by Mrs. Clarke, seconded by Mr. Desmarais: That the General Part of the report of the Business Management Committee be adopted.

Moved in amendment by Mr. Ruddle, seconded by Mrs. Bell: That clause 9 be amended by the addition after "That" of the words: "regarding a change in the Ward structure of the City proposed by City Council ..."

Trustee Ruddle felt clarification was needed in this regard.

The amendment was adopted. The original report, as amended, was also adopted.

Moved by Miss Detwiler, seconded by Mrs. Baskin: That the General Part of the report of the Salary Committee be adopted. Carried.

Under New Business, Trustee Detwiler advised the members of the Hill Park Band undertaking a goodwill ambassador tour to Florida. She commended the band and its organizers, and hoped a letter of recognition would be forwarded on behalf of the Board.

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council — Mr. Paquin

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Education Council be adopted.

Trustee Mulholland referred to the clause pertaining to Lines 3 to 20 in the 1987 budget, and asked how much was allocated to Technological Studies. Mr. Shewfelt replied the technological studies allocation is under General, and the specifics are not yet determined. Once the specifics have been determined, it will become exclusive jurisdiction.

Trustee Mulholland wanted to go on record in opposition to the fact that the three F.L.E.C. members voted on this matter during the budget deliberations but Trustee Desmarais

maintained that while the members voted on the rescinding motion Trustee Mulholland referred to, they did not vote on the actual motion to approve the Technological Studies allocation.

The report was adopted.

ELEMENTARY / SECONDARY

Moved by Miss Cunningham, seconded by Miss Detwiler: That the Elementary / Secondary Part of the report of the Education Management Committee, and the special report, be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That the Elementary / Secondary Part of the report of the Business Management Committee be adopted. Carried.

In light of the recent articles in the Hamilton Spectator relative to the Norwood Park situation and the Hamilton Wentworth Roman Catholic Separate School Board, Trustee Deans requested the Board's consideration of this matter, as she viewed it to be urgent. A two-thirds majority was obtained, and the following motion was presented:

Moved by Mrs. Deans, seconded by Mr. Kennedy: That the Hamilton Board of Education seek a legal opinion regarding the lease between the Board of Education for the City of Hamilton and the Hamilton-Wentworth Roman Catholic Separate School Board for the rental of Norwood Park School in what steps the Board of Education for the City of Hamilton can take in order to secure occupancy when the lease expires.

Trustee Deans found the newspaper article to be appalling since trustees from the Separate School Board urged its students not to leave the premises. Trustee Deans wanted this to be investigated immediately.

While Trustee Vine sympathized with Trustee Deans' concerns, she felt the tenant has been given no illusions, and there is recourse if the tenant does not leave. Trustee Vine urged the Board to stay firm in its resolution, and she did not support the motion.

Trustee Kennedy wanted to propose that the Board cease its negotiations with the Liaison Committee from the Separate School Board until the matter is resolved, but the Chairman emphasized the fact this is a mandated committee.

When Trustee Kennedy asked if the lease contained a renewal clause, Mr. Penner replied no.

Trustee Cunningham concurred with Trustee Vine. The members should not worry about this matter.

Trustee Deans wanted to ensure there are no loopholes.

Trustee Hicks wondered if the Ministry of Education can exercise action at the eleventh hour and allow the Separate School Students to remain at Norwood Park, but the Director maintained the school belongs to the Hamilton Board of Education, and the Ministry cannot tell the Board what to do with the school. Mr. Krever has discussed this at length with Ministry and P.I.C. officials, and all of these parties are aware of the facts that an alternative location was offered and an offer to share was also presented.

Trustee Hicks urged the Director to get these positions from the Ministry in writing.

Trustee Baskin felt the members will have an excellent opportunity to air these concerns when Dr. Shapiro, Deputy Minister of Education, visits the Hamilton Board of Education on April 27th. She urged the motion be withdrawn and a report could then be prepared by Mr. Penner on the lease, and the members could proceed from there.

Mr. Penner understood the Separate School Board officials investigated the terms of the lease, but they were told there is nothing they can do but vacate the premises on August 31st.

While Trustee Mulholland did not condone the lack of professional integrity shown by their Separate School counterparts, he cautioned the members not to make the matter worse.

Trustee Detwiler agreed with Trustee Baskin, and did not want the officials to go to the lawyers right now.

Trustee Bell urged the members to make definitive statements at another time, but for now there are many questions to be addressed.

In closing remarks, Trustee Deans wants to see this Board's children in Norwood Park on September 8th, and she believed the issue should be dealt with now.

The motion was defeated.

Trustee Baskin expressed deep concern on the fact that defeated motion is on the books.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland and Van Horne.

Officials Present: J. Penner (Business Administrator/Treasurer), J. Singer (Deputy Administrator - Buildings), P. Shewfelt (Manager, Accounting and Budget), R. Kennedy (Area Superintendent), G. Rutledge (Budget Supervisor), B. MacDonald (Payroll Supervisor).

The Council recommends:

1. That Lines 1 and 2 of the 1987 estimates for Salaries and Wages and Fringe Benefits in the amount of \$1,461,075 be approved.
2. That Lines 3 to 20 of the 1987 estimates in the amount of \$163,377 be approved.
3. That Georges P. Vanier be assigned an allocation of classroom and administrative space that was utilized for 1986-87 for September, 1987.
4. That the calendar for G. P. Vanier for the 1987-88 school year be approved. (See Pages 121 and 122.)

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 03 16.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Miss Margaret Cunningham (Chairman); Trustees Barker, Baskin, Clarke, Deans, Hicks, Kennedy, Ruddle, Webb and Van Horne.

Also Present: Trustees Detwiler, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations regarding Smoking in the Work Place be approved:

(a) That, effective January 1, 1988, smoking on all Hamilton Board of Education property be totally banned with the exception of designated smoking areas.

(b) That a committee regarding Smoking in the Work Place be established comprised of 5 trustees, one representative from H.T.F., O.S.S.T.F., O.P.E.I.U., A.E.F.O., C.U.P.E., Non-Union Clerical Staff, two officials, one academic and one business, two students and the Board Doctor to consider the recommendations of the constituent groups as well as to make recommendations on the implementation of designated smoking areas on Board of Education property and that a report be presented to the Education Management Committee no later than the fall of 1987.

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 03 23.

ADDENDA

The following motions were considered at the special meeting of the Education Management Committee held on Monday, 1987 03 23 and were LOST.

GENERAL

1. That the following report of the Task Force Re: Smoking in the Work Place be approved.

(a) That, effective January 1, 1988, smoking in all Hamilton Board of Education buildings be totally banned with the exception of designated outside smoking areas and further that in January, 1989, smoking be banned on all Hamilton Board of Education property.

2. That the Board of Education for the City of Hamilton consider a total ban on smoking by 1990.

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE**

FIFTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Clarke, Deans, Hicks, Kennedy, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Detwiler, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Curriculum and Special Services be approved as presented to the members:

(a) That a grant application in the amount of \$3,958.00 to Employment and Immigration Canada, Challenge '87 - SEED (Summer Employment / Experience Development) for a Clerical Assistant and a Computer Assistant for the Computer Studies Department at the Education Centre from June 8 to September 4, 1987 at a cost of \$366.00 to the Board , be approved.

(b) That the names of those texts listed be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

2. That the following recommendation regarding the ALSBO Computer Based Learning Materials Project be approved:

(a) That the Hamilton Board of Education participate in Phase III ALSBO Computer Based Learning Materials Project and that the costs be charged to the existing software budget for 1987.

Clause 3 postponed by B.M.C.

3. That as a result of the Curriculum Renewal emanating from O.S.:I.S., that provision be made for the next three years for textbooks.

4. That the following recommendation regarding the School Year Calendar be approved:

(a) That the calendars for the Hamilton School System for the 1987-1988 school year be approved.

1987 - 88 PROFESSIONAL ACTIVITIES AND DEVELOPMENT DAYS

Date	Elementary & Alter-Ed. and T.R.	Vocational	Composite	Georges P. Vanier	Alter Ed.
SEPTEMBER					
16 - Wednesday	(1) in-school	_____	_____	_____	_____
OCTOBER					
2 - Friday	(1) in-school	_____	_____	_____	_____
27 - Tuesday	(2) supervisors (Middle Schools)	(2) supervisors	(2) supervisors	(2) supervisors	(2) supervisors
	(1) in-school (JK-6)	_____	_____	_____	_____
NOVEMBER					
4 - Wednesday	(6) H.T.F.	_____	_____	_____	_____
DECEMBER					
2 - Wednesday	(3) interviews	_____	_____	_____	_____
JANUARY					
27 - Wednesday (mountain schools)	(2) supervisors (JK-6)	_____	_____	_____	_____
	(1) in-school (Middle Schools)	_____	_____	_____	_____
FEBRUARY					
1 - 2 Mon. - Tues.	_____	(5) turn around	(5) turn around	(5) turn around	_____
	_____	(2) (Feb. 2 a.m. supervisors)	_____	_____	_____
3 - Wednesday (lower city schools)	(2) supervisors (JK-6)	_____	_____	_____	_____
	(1) In-school (Middle School)	_____	_____	_____	_____
MARCH					
23 - Wednesday	(3) interviews	_____	_____	_____	_____
APRIL					
29 - Friday	_____	(7) O.S.S.T.F.	(7) O.S.S.T.F.	_____	(7) O.S.S.T.F.

1987 - 88 PROFESSIONAL ACTIVITIES AND DEVELOPMENT DAYS

Date	Elementary & Alter-Ed. and T.R.	Vocational	Composite	Georges P. Vanier	Alter Ed.
MAY					
6 - Friday	_____	_____	_____	(7) A.E.F.O.	_____
JUNE					
8 - Wednesday	(3) interviews	_____	_____	_____	_____
29 - Wednesday	_____	(2) supervisors (a.m.)	_____	_____	_____
24-30 Fri. - Thurs.	_____	_____	(5) year end	(5) year end	(5) year end
	_____	_____	(2) (1 day for supervisors)	_____	_____
27-30 Mon. - Thurs.	_____	(5) year end	_____	_____	_____
30 - Thursday	(4) year end	_____	_____	_____	_____

PROFESSIONAL ACTIVITY DAYS

- (1) School oriented in-service: programme planning, implementation and evaluation.
- (2) Supervisors of Curriculum and Instruction conduct broad curriculum in-service programmes.
- (3) Parent / Teacher interviews to promote better understanding and communication between the schools and the community they serve.
- (4) Year End — Days used for evaluation, orientation and school closing—elementary
- (5) "Turn-around" or Year-end days (secondary): evaluation of the semester just ended and organization for the ensuing semester.
- (6) Hamilton Teachers' Federation — develops Professional Development Day for its members.
- (7) Ontario Secondary School Teachers' Federation or AEFO — develops Professional Development Day for its members.

5. That the following report of the Committee to Study the Future of Secondary School Accommodation on the Mountain be approved:

(a) That the terms of reference for the Committee to Examine the Future of Secondary School Accommodation on the Mountain be adopted as follows:

Terms of Reference

1. To analyze the long-range accommodation and programme needs of secondary schools on the mountain.
2. To determine the amount and location of space available for sharing and / or lease and transfer.
3. To receive briefs and / or presentations from interested persons or groups from the community.
4. To invite presentations to the Committee as deemed appropriate.

Timeline

Report to the Education Management Committee no later than November 30, 1987 or before.

Composition of Committee

Five trustees chosen by the Chairman of the Board.

Resource People

- * three Area Superintendents
- * three secondary school Principals
- * representatives of the secondary school federation
- * Supervisor of Research
- * Administrative Assistant to the Business Administrator / Treasurer.

The resource people are non-voting members.

6. That the following recommendation from the report of the Special Education Advisory Committee be approved:

(a) That the Special Education Advisory Committee of the Board of Education for the City of Hamilton supports the position of the Special Education Advisory Committee of the Board of Education for the City of Toronto that strongly opposes the deletion of section 20(12) from Regulation 262.

ELEMENTARY / SECONDARY

1. That the following recommendations regarding George R. Allan Elementary School be approved:

(a) That space for up to four classes be rented from Anshe Sholom Temple to provide additional accommodation for G. R. Allan School, for a period of one year.

(b) That a full review of the educational and space needs for G. R. Allan School be made by the Accommodation Committee, for presentation to the Board in the 1987-1988 Accommodation Report.

2. That the following recommendations of the Superintendent of Operations be approved as presented to the members:

(a) That the following teachers be appointed to the Probationary Staff, effective 1987 04 13, with salaries according to schedule:

Carla Dilenberger
Donna J. Marchand (.3)
Jane Pilling

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Patricia Ashton, 1987 02 16 to 1987 03 13 ($\frac{1}{3}$)
Patricia L. Barr, 1987 04 01 to 1987 06 26
Helen Brown, 1987 02 02 to 1987 02 20 (1.0)
1987 02 23 to 1987 03 13 (.5)
Marisa A. Bucci, 1987 05 04 to 1987 06 26
Art Cseresnyes, 1987 02 02 to 1987 02 27
Adrienne J. Devins, 1987 03 23 to 1987 06 26
Sylvia E. Fitzgerald, 1987 03 10 to 1987 06 26
Cynthia Grau, 1987 03 30 to further notice.
Brenda Holt, 1987 02 02 to further notice.
Harland Izatt, 1987 02 02 to 1987 02 27
Lynne MacDonald, 1987 03 24 to 1987 06 26 (.5)
Susan MacKroory, 1987 04 06 to further notice.
Edward Nickerson, 1987 02 24 to 1987 06 26
Peter Queck, 1987 02 23 to 1987 04 10 ($\frac{2}{3}$)
Deanna Richardson, 1987 03 09 to 1987 06 26

(c) That the effective dates of Susan L. Brooker's appointment to the Occasional Staff, approved at the March Meeting, be changed to 1987 01 26 (p.m.) to 1987 02 27.

(d) That Tamara Warren be returned from Leave of Absence and assigned teaching duties, effective 1987 04 13

(e) That the request of Kathleen Comeau for the Maternal Leave of Absence, effective 1987 06 01 to 1987 08 31, be granted in accordance with conditions governing Maternal Leave.

(f) That the requests of the following teachers for Personal Leaves of Absence effective as shown, be granted:

Alison Darling, 1987 09 01 to 1988 08 31
Helen Donohoe, 1987 09 01 to 1988 08 31
Elizabeth Durritt, 1987 09 01 to 1988 08 31
Pamela Kovacek, 1987 03 23 to 1987 08 31
Beverley Rea, 1987 04 13 to 1987 08 31

(g) That the request of Linda Stirling for an extension of her Personal Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(h) That the requests of the following teachers for Long Term Disability Leaves of Absence, effective as shown, be granted:

Margaret Ainsworth, 1986 11 03 (p.m.)

Douglas Burton, 1986 10 27 (p.m.)

Blake Galloway, 1986 01 23 to 1987 12 31

Victoria Williams, 1987 03 13

(i) That the request of Doreen Walsh, for an extension of her Long Term Disability Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(j) That the resignations of the following teachers, who are retiring on superannuation, effective 1987 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Rosalie Andrus

M. Bernice Bennett

James Dodds

Maureen Kinnaird

Eugene MacDonald

Shirley Macnamara

Edna May

Michael Shaboluk

James Schram

(k) That the timetable of Louise Fowler be increased from $\frac{3}{4}$ to $\frac{4}{4}$ (4% Sem. 1 and $\frac{4}{4}$ Sem. 2), effective 1987 02 02.

(l) That approval be given to the loan of the following teachers to the Department of National Defence, to teach in Europe, under the usual contract arrangement, for the period 1987 09 01 to 1989 08 31:

David W. Donat

Constance McKnight

Frank J. Szabo

(m) That up to 100 students of the Grade 12 Urban Geography Course from Hamilton Schools be permitted to attend a four day field trip in Montreal from 1987 04 22-25 (Wednesday to Saturday).

(n) That one teacher for every 15 students, plus the Geography Supervisor or designate, supervise the geography field study to Montreal, 1987 04 22-25, and that each receive \$180.00 for their expenses.

(o) That the following trip requests be approved:

(i) Bennetto, Grade 8, Ottawa, 1987 06 03-05 (Wednesday to Friday)

(ii) Bennetto, Grades 6 & 7, Midland, 1987 06 19

(iii) Dalewood, Grade 8, Ottawa, 1987 06 03-07 (Wednesday to Sunday)

(iv) Prince of Wales, Grade 8, Ottawa, 1987 05 20-22 (Wednesday to Friday)

(v) R. A. Riddell, Grade 8, Quebec City, Quebec, 1987 05 06-09 (Wednesday to Saturday)

(vi) Westmount, Grades 9-13, Outdoor Education, Algonquin Park, 1987 05 06-09 (Wednesday to Saturday)

(vii) Westmount, Grades 9-13, Outdoor Education, Algonquin Park 1987 05 13-16 (Wednesday to Saturday)

(viii) C. B. Stirling, Grade 6, Outdoor Education, Camp Wanakita, 1987 05 23-26 (Saturday to Tuesday)

(ix) Centennial, Grades 4, 5, Sp. Ed., Valens Conservation Area, 1987 06 03-05 or 1987 06 17-19 (Wednesday to Friday)

(x) Elizabeth Bagshaw, Grade 8, Outdoor Education, Camp Wanakita, 1987 06 10-13 (Wednesday to Saturday)

(xi) Ryerson, Grade 8, Quebec City, Quebec, 1988 06 01-04 (Wednesday to Friday)

(xii) Westdale, Co-educational Volleyball Tournament, Stratford, 1987 04 11.

(p) That the following teachers be promoted to the position of Acting Head of Department, effective 1987 09 01, with salaries according to schedule:

Robin Boughan (Visual Arts)

Terrence Ducarme (History)

Wendy Gordon-Forsyth (Visual Arts)

Dennis Monteith (History)

(q) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Lori Firstbrook, 1987 05 04 (.5)

Anne Klaus, 1987 04 13

(r) That the effective dates of Lourie Van Der Zyden's Maternal Leave of Absence, approved at the February Meeting, be changed to 1987 03 27 to 1987 07 23.

(s) That the requests of the following teachers for extension of their Leaves of Absence, effective as shown, be granted:

Esther Hurden, 1987 09 01 to 1988 01 31

Wendy Macintosh, 1987 09 01 to 1988 08 31

Elizabeth McQueen, 1987 09 01 to 1988 08 31

Elaine Smith, 1987 09 01 to 1988 01 31

Victoria Weekes, 1987 09 01 to 1988 01 31

(t) That the resignation of Wilfred Forde, Principal, who is retiring on superannuation, effective 1987 06 30, be accepted with regret, and that he be considered for gratuity in accordance with the Board's plan.

(u) That the request of Nancy Crawford for a Release from Contract, effective 1987 05 31, be granted.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved as presented to the members:

(a) That a grant application in the amount of \$5,220.00 to Employment and Immigration Canada, Challenge '87 — SEED (Summer Employment / Experience Development) for two people to repair, refurbish, and restock science kits from May 4 to August 14, 1987 at a cost of \$486.00 to the Board, be approved.

(b) That a grant application in the amount of \$5,938.00 to Employment and Immigration Canada, Challenge '87 — SEED (Summer Employment / Experience Development) for 6 reading instructors for the See and Be Reading Program at Parkdale and Robert Land Elementary Schools from June 29 to August 14, 1987 at a cost of \$546.00 to the Board, be approved.

(c) That a grant application in the amount of \$4,872.00 to Employment and Immigration Canada, Challenge '87 — SEED (Summer Employment / Experience Development) for 4 people to complete a Library Inventory and Card Catalogue update at Sir John A. Macdonald Secondary School between May 4 to August 11, 1987 at a cost of \$451.00 to the Board, be approved.

(d) That a grant application in the amount of \$3,480.00 to Employment and Immigration Canada, Challenge '87 — SEED (Summer Employment / Experience Development) for 5 Summer School Monitors at Macdonald, Scott Park and Sherwood Secondary Schools from June 29 to August 11, 1987 at a cost of \$313.00 to the Board, be approved.

(e) That a grant application in the amount of \$5,568.00 to Employment and Immigration Canada, Challenge '87 — SEED

(Summer Employment / Experience Development) for 4 people to complete a Library Inventory and update at Hill Park Secondary School between May 4 and June 26, 1987 at a cost of \$478.00 to the Board, be approved.

(f) That a grant application in the amount of \$14,783.00 to Employment and Immigration Canada for a Work Orientation Workshop, through the Lawrence Alternative Program and Supertops Foods, from June 15 to August 21, 1987 employing one leader and one assistant instructor at no cost to the Board be approved.

(g) That a grant application in the amount of \$14,783.00 to Employment and Immigration Canada for a Work Orientation Workshop, through the Lawrence Alternative Program and The Barn Supermarkets, from June 15 to August 21, 1987 employing one leader and one assistant instructor at no cost to the Board be approved.

(h) That the names of those texts listed be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

4. That the following recommendations regarding the Summer Skill School be approved:

(a) That, subject to sufficient enrolment, the 1987 Summer Skill Program operate at Barton, Delta, Hill Park and Sir John A. Macdonald Secondary Schools from July 20 to August 14, 1987, inclusive.

(b) That, subject to sufficient enrolment, Linden Park, A. M. Cunningham and Richard Beasley gymnasias be used for some of the physical activities.

(c) That, subject to sufficient enrolment and as in past years, a teacher co-ordinator be appointed to each of the four skill program locations.

5. That the following recommendation regarding the Ontario Child Health Study be approved:

(a) That the Hamilton Board of Education support the request to be involved in a province-wide follow-up study of students who participated in the 1983 Ontario Child Health Study.

Respectfully submitted,

Miss MARGARET CUNNINGHAM,

Board Room,
1987 03 31.

Chairman.

ADDENDUM

The following motion was considered at the April meeting of the Education Management Committee and was LOST:

GENERAL

1. That a special meeting of the Education Management Committee be scheduled to discuss a response from the Board of Education regarding the amendments to Regulation 262.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE**

FIFTH REPORT

Present: Mary Caye Clarke (Chairman), Trustees Desmarais, Detwiler, Lowe, McMurrich, Mulholland, Rogers, Cunningham, and Van Horne.

Also Present: Trustees Deans, Hicks, Kennedy, Ruddle and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), J. Penner (Business Administrator / Treasurer), P. Shewfelt (Manager, Accounting and Budget), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), G. Rutledge (Budget Supervisor), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the Board of Education for the City of Hamilton participate in Employment and Immigration Canada's summer program — "Challenge '87 — Summer Employment / Experience Development (SEED)" — at a cost of \$506.00, for the placement of two university and / or community college students in the Personnel Department for a maximum of four months.

(b) That the Board of Education for the City of Hamilton participate in Employment and Immigration Canada's summer program — "Challenge '87 — Summer Employment / Experience Development (SEED)" — at a cost of \$253.00 for the placement of one university and / or community college student in the Business Administration Department for a maximum of 18 weeks.

(c) That the resignation of Wendy L. MacNair, Clerical Staff, be accepted effective 1987 04 15.

2. That the 1986 Audited Financial Statement be approved as presented to the members.

3. That the 1986 Audited Trust Fund Statement be approved as presented to the members.

4. That the 1986 Audited Statement for the Board of Education for the City of Hamilton Foundation be approved as presented to the members.

5. That a group membership in the Ontario Association for Continuing Education be approved, in the amount of \$60.

6. That the request of A.E.F.O. for financial assistance for its P.D. Day on 1987 05 08 be approved in the amount of \$500.

7. That the Hamilton Board sell to the City a strip of land in Gurnett Neighbourhood for roadway, being an area of approximately 16,220 square feet for a price of \$22,342.51, and that the purchaser also pay any costs including legal and survey costs in this sale.

8. That the Hamilton Board sell to the City a small parcel of land approximately 1,600 square feet from the Board lands at R. A. Riddell School for a price of \$2,200., and that the purchaser also pay any costs including legal and survey costs in this sale.

9. That regarding a change in the Ward structure of the City, proposed by City Council, the Hamilton Board of Education write to the City Hall and, in a separate letter, write to the Ontario Municipal Board requesting that whenever the OMB hearing is to take place, the Hamilton Board be given due notice so it can appear before the OMB and plead its case.

10. That clauses 1(a) and 2(a) of the report of the Education Management Committee be approved.

11. That clause 3 of the report of the Education Management Committee be postponed until the June meeting.

ELEMENTARY / SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Doris Smith, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Annie Johnson, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 26, and that the Board's retirement gratuity be paid.

(c) That the resignation of Winnifred Scott, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 19, and that the Board's retirement gratuity be paid.

(d) That the resignation of Hilda Crammond, Clerical Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(e) That the resignation of George Saunders, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(f) That the resignation of Josephine Arras Webster, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(g) That Sheila Smith be appointed to the probationary Secondary School Clerical Staff, effective 1987 03 16, Level 1, with salary according to the Collective Agreement.

(h) That the resignation of Christine M. Boucher, Secondary School Secretarial and Clerical Staff, be accepted effective 1987 03 13.

(i) That the resignation of Jo-Anne Upthegrove, Clerical Staff, be accepted effective 1987 04 30.

(j) That Marianna Tulumello-Cappelletti, Secondary School Secretarial and Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 06 08, in accordance with the Employment Standards Act.

2. That the request from the City's Culture and Recreation Department on behalf of a group of parents from the Sherwood Heights neighbourhood for the installation of a creative playground at Sherwood Heights School be approved in principle, and that the usual committee be struck to plan the arrangement.

3. That clauses 1(a), 2(j), (n), (t), 3(a), (b), (c), (d), (e), (f), (g), 4(a) and (b) of the report of the Education Management Committee be approved, and in connection with clauses 2(j) and (t), the Board's retirement gratuity be paid to Rosalie Andrus, M. Bernice Bennett, James Dodds, Maureen Kinnaid, Eugene MacDonald, Shirley Macnamara, Edna May, James Schram, Michael Shaboluk, and Wilfred Forde.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 04 02.

ADDENDUM

The following motion was considered at the 1987 04 02 meeting of the Business Management Committee and was LOST:

GENERAL

1. That clause 3 (of the report of the Education Management Committee) be deleted and:

(a) That a "Textbooks" ad hoc committee be established;

(b) The committee shall consist of five Trustees, and resource personnel deemed appropriate by the committee;

(c) The mandate of the committee shall be to study the Board's textbook budget requirements, based on curriculum renewal as evidenced in the Ministry's new guidelines;

(d) The committee shall endeavour to make recommendations that formulate a plan that will address the Board's textbook needs and costs over the next few years;

(e) The committee shall present a report of its deliberations to the October, 1987, Education Management Committee meeting.

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Ruddle, Vine, Webb, Clarke and Van Horne.

Also Present: Trustees Bell, Desmarais, Detwiler, McMurrich and Mulholland.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations), and Mrs. Rogers (Administrative Secretary.)

The Committee recommends:

ELEMENTARY / SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That John Baxter be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1987 09 01, with salary according to schedule.

(b) That Trevor Thomson be appointed to the position of Acting Head of Department (Mathematics), effective 1987 09 01, with salary according to schedule.

(c) That George Karambelas be appointed to the Probationary Staff (Section 16) effective 1987 04 13, with salary according to schedule.

(d) That the request of Carola Lane for a Personal Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(e) That the Board rescind the resignation of Patricia McLaren approved at the February Meeting. That she be granted a Long Term Disability Leave of Absence, effective 1987 04 01, and that her notice of retirement on superannuation, effective 1989 03 31, be accepted.

2. That the following recommendation of the Superintendent of Curriculum & Special Services be approved:

(a) That George Fawcett be appointed to the position of Acting Supervisor of Curriculum & Instruction (Mathematics) for the period 1987 09 01 to 1988 08 31, with salary according to schedule.

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 04 09.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Webb and Van Horne.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst), Mrs. S. M. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1.(a) That the Board provide access for the non-union clerical association and administrative staff to join a long-term disability plan at the employee's own cost on a voluntary basis.

(b) That the Board provide for payroll deductions as it does for unionized groups.

(c) That the Personnel Department assist in the claims administration of this plan.

2. That the Board utilize the services of an actuary, early in 1988, to determine a cost factor for a new integrated Income Protection Plan and the impact on the future liabilities for retirement gratuities for the Board, at a cost up to \$10,000.

Respectfully submitted,

H. DETWILER,
Chairman.

Committee Room,
1987 03 30.

**MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION**

**Board Room,
Education Centre,
1987 05 14**

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin, Ruddle, Vine and Webb.

Officials Present: Messrs. A. J. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

The in-camera session was called to order to consider the report of the Personnel Committee.

Moved by Mrs. Clarke, seconded by Mr. Webb: That the report of the Personnel Committee be adopted.

The Director answered inquiries from the members with respect to his Aims and Objectives.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
PERSONNEL COMMITTEE**

Present: Mrs. R. Van Horne (Chairman), Trustees Clarke, Cunningham, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mrs. S. M. Rogers (Administrative Secretary).

GENERAL

The Committee recommends:

(a) That the Director's Goals and Objectives for 1987 be accepted and submitted to the Board for approval.

Respectfully submitted,

R. Van Horne,
Chairman.

Committee Room,
1987 03 12.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 05 14.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Ruddle, Webb and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), Beveridge (Associate Superintendent of Curriculum and Special Services), Singer (Deputy Administrator - Buildings), Sinclair (Manager, Personnel and Employee Relations) and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting of 1987 04 09 were adopted as presented to the members. The minutes of the special meeting of 1987 03 26 were presented to the members for amendment as follows: (in the attendance) R. Van Horne (Chairman), Trustee Bell noted as present.

The minutes of the special meeting as amended were then adopted.

A moment of silence was observed in memory of Lucille Laframboise, French Immersion Consultant, who passed away suddenly in April.

A presentation of a painting to the Board of Education was made by Mr. William Stamp. The 1884 watercolour of "The Old Mill Stream" was painted by C. W. Jefferys, first cousin to Mr. Stamp's grandfather. Mr. Stamp presented the painting in the memory of his grandfather and Mr. Jefferys.

The Chairman accepted the watercolour with thanks on behalf of the Board.

Mrs. Van Horne then remarked on the number of retirees being presented to the Board this month. A formal tea will be held to recognize these employees.

The Chairman also announced the pending report from the Management Consultants is expected on May 20th. The

Board members and officials will be considering the report which will be made public at the June 11th Board meeting.

Committee reports were presented as follows:

Education Management Committee—Miss Cunningham

Business Management Committee—Mrs. Clarke

Salary Committee—Miss Detwiler

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the report of the Education Management Committee, be adopted, with the exception of clause 2(b).

The Chairman explained the conflict with respect to the R. A. Riddell gymnasium in the reports of the Education Management Committee and the Business Management Committee.

The report was adopted.

Moved by Mrs. Clarke, seconded by Mr. Paquin: That the General Part of the report of the Business Management Committee be adopted, with the exception of the reference to clause 2(b) in clause 12.

Moved in amendment by Mrs. Baskin, seconded by Mr. McMurrich: That the monies required for items three, four and five of General of the report of the Business Management Committee be taken out of the annual budget, Line 4, in which an amount of \$338,935.00 is allocated for personnel training.

Speaking to the amendment, Trustee Baskin remarked on the fact the allocation under Personnel Training is never completely spent and the amendment would eliminate these requests being presented separately each year.

Trustee Detwiler had concerns as to whether there are sufficient monies to handle this, but Mr. Penner noted the quarterly report will clarify this.

In closing remarks on the amendment, Trustee Baskin saw this as solving the embarrassing problem of the federations requesting these funds.

The amendment was put to a vote and was adopted.

Trustee Lowe remarked on the retirement of Mr. Joseph Singer, Deputy Administrator - Buildings. Mr. Singer has

brought talent and artistry to the Board, and the best wishes of the Board were extended to Mr. Singer and his family.

The report, as amended, was adopted.

Moved by Miss Detwiler, seconded by Mr. Webb: That the General Part of the report of the Salary Committee be adopted.

Trustee Mulholland wished to propose an amendment to the report relating to reconvening talks with C.U.P.E., Local 1344, with respect to reclassifications of certain Maintenance Department employees. A two-thirds majority was not obtained to re-open discussion on this matter.

The report was then adopted.

The conflicting clauses re the R.A. Riddell Gymnasium were then considered.

Moved by Mr. Hicks, seconded by Mrs. Clarke: That the size of the R. A. Riddell School gymnasium be 90' x 56' plus a stage.

Trustee Hicks had concerns regarding tournaments being held in other school facilities, especially with the availability of those facilities. A gymnasium to take care of the physical education programme as well as community use is needed. Consideration should be given to the interests of all students on the mountain and Trustee Hicks urged support for the larger gymnasium.

As seconder of the motion, Trustee Clarke emphasized the Board should build for the future.

Trustee Deans supported the dollars being spent now in order to get full value, and Trustee Ruddle also voiced support for the larger gymnasium in order to house the student body properly.

Trustee Detwiler questioned as to whether this is proper use of the money right now. She considered the gym at George L. Armstrong school to be quite satisfactory and therefore she supported the smaller sized gymnasium for R. A. Riddell School.

Trustee Bell had concerns on the lack of City support with respect to the gymnasium being a joint venture. Mr. Penner clarified that he met with the Director of Culture and Recreation, Miss Schimmel, and it was indicated that the City's priorities did not include this project.

Trustee Cunningham agreed the needs of the children are to be considered, but this is still a lot of money. She opposed the motion, as she felt the smaller gym would suit the school's needs.

Trustee Baskin supported the motion as this will benefit the students and the community in the long run.

In closing debate, Trustee Hicks urged the trustees to support a proper gym for future needs from a physical education point of view and an extra curricular point of view. Trustee Hicks saw this as the best investment the Board could make.

A recorded vote was requested and the motion was adopted.

Those in favour: Trustees Baskin, McMurrich, Bell, Ruddle, Mulholland, Deans, Kennedy, Hicks, Barker, Desmarais and Clarke. Those opposed: Trustees Vine, Webb, Lowe, Detwiler, Paquin, Cunningham and Van Horne:

Trustee Bell's request to have a motion considered with respect to seeking financial support from the City for the R. A. Riddell Gymnasium obtained a two-thirds majority.

Moved by Mrs. Bell, seconded by Mr. Webb: That the Board of Education for the City of Hamilton approach the Parks and Recreation Committee of Hamilton City Council officially to request they enter into a "joint venture" for the financing of the gymnasium at R. A. Riddell Elementary School.

Mr. Penner referred to an earlier comment made by Trustee Baskin with respect to City Council not providing financial support for gymnasia. Funds were contributed by the City for Bennetto and Sir John A. Macdonald School's gymnasia.

Trustee Mulholland opposed the motion as he saw it as being irregular to make a decision, and then ask someone to help pay for that decision.

The motion was adopted.

Under New Business, the trustees were reminded of the annual Staff Retirement Tea, scheduled for Monday evening, June 8th.

In compliance with the notice he gave at the last regular meeting of the Board, it was moved by Mr. McMurrich and

seconded by Mr. Hicks: That a committee be established to examine the budget development and approval process. This committee shall report to the Board through the Business Management Committee no later than November, 1987 and shall be composed of five trustees chosen by the Chairman of the Board. The Business Administrator / Treasurer and the Manager of Accounting and Budget shall be non-voting members of the committee. Matters to be examined shall include the process by which recommendations pass through the committee system, the role of the trustees in consideration and approval of recommendations, the implications of setting an expenditure ceiling before the preliminary expenditures are presented, and the time frames for deliberations on expenditure and revenue estimates. Considerations should include any findings and recommendations related to the budget process that may be contained in the report of the management consultants.

Speaking to the motion, Trustee McMurrich emphasized a review is needed of how the trustees handle the budget. This is no reflection on the officials, but there is evidence the trustees are not fulfilling their mandate as financial managers. The Committee should develop a process to manage the financial resources and allow for the continual development of the system along with the money to fund it. The Committee should arrive at a process on what the financial commitments will be with a mechanism of what is expected of the officials. Setting priorities will also be a consideration by the committee. This will ultimately help the trustees with their jobs, and Trustee McMurrich urged support of the motion.

Trustee Kennedy supported the motion, but he understood the Ministry has not decreased its financial support. The Board is increasing its expenditure.

While Trustee Vine supported the intent of the motion, she wondered if there is an alternative. Trustee Clarke wondered if this task could be done in an informal workshop session.

Trustee Deans saw this as an opportunity to get the message out that the Province has to assume its fair share in supporting the cost of education.

Trustee Baskin supported the motion, but suggested a smaller committee.

Trustee Bell also agreed with the idea of a small committee to be formed as a working committee. She looked forward to seeing this report, which could be presented in a seminar-format.

Trustee Webb appreciated the size of the committee's task is large but he felt the working group would help.

Trustee Hicks saw the term "working committee" to be the key, and he voiced his support. Trustee Lowe also supported this as it is time to deal with these things. While Trustee Detwiler supported this review, she had doubts on the success of the committee.

In closing debate, Trustee McMurrich remarked the bottom line is to "manage", and while the trustees may spend more as managers, the priorities will be set.

The motion was then adopted.

Trustee Desmarais then presented the Board with an oak ballot box for use during ballot-taking at the Board. The ballot box was made by the General Shop Class at Parkview School under the guidance of Mr. Les Pracsovics. While instructions for the size and format were given to the students, it was designed by the students and all members of the class had a part in this project.

On behalf of the Board, Mrs. Van Horne accepted the beautiful ballot box with sincere appreciation.

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY / SECONDARY

A communication from Doris Lawrence thanking the Board for the honour bestowed on her sister, Megan Lawrence, in the naming of the Lawrence Alternative programme was read to the members. This was received and ordered filed.

Moved by Miss Cunningham, seconded by Mrs. Baskin: That the Elementary / Secondary Part of the report of the Education Management Committee be adopted.

Due to possible conflict of interest, Trustee Deans did not vote on this report.

The report was adopted.

Moved by Mrs. Clarke, seconded by Mrs. Vine: That the Elementary / Secondary Part of the report of the Business Management Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland and Vine.

Official Present: R. Kennedy (Area Superintendent)

The Council recommends:

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the request of the Ministry of Education for an extension of the secondment of Rosaire C. Lavoie effective 1987 09 01 to 1988 06 30 be approved.

(b) That the Hamilton Board of Education request the Niagara South Board of Education to extend the secondment of Isaam Massouh to act as principal of Ecole Secondaire Georges P. Vanier, for the period 1987 09 01 to 1988 08 31.

2. That the French Language Education Council supports, in principle, the budget provision for textbooks as a result of the curriculum renewal emanating from O.S.:I.S. and follows:

1988	\$2,213,307
1989	\$2,367,207
1990	\$2,200,457

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 04 22.

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

SIXTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Clarke, Deans, Hicks, Kennedy, Paquin, Ruddle, Vine and Van Horne.

Also Present: Trustees Desmarais, Detwiler, McMurrich, and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendation of the Superintendent of Operations regarding a Policy on Fundraising be approved:

(a) That the Hamilton Board of Education adopt a policy which allows fundraising activities to be carried out in our schools in accordance with Ministry of Education regulations and the Board's Operating Procedures.

2. That the following recommendations regarding the proposed gymnasium addition to R. A. Riddell be approved:

(a) That an additional gymnasium be added to R. A. Riddell School for September, 1988.

(b) That the size of gymnasium be 90' x 56'.*

***Conflicting clause considered by Board
90' x 56' plus a stage.**

3. That the following recommendation of the Director of Education be approved:

(a) That the following Supervisors of Curriculum and Instruction be returned from Leave of Absence, effective 1987 09 01:

Judith Binns (Family Studies)
Richard Binns (Science)

4. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That a grant application to the Futures program of the Ministry of Skills Development employing a clerical assistant in the Computer Studies Department from June 8, 1987 to September 4, 1987, at no cost to the Board, be approved.

(b) That a grant application to the Futures program of the Ministry of Skills Development for a clerk-typist in the Special Education Department for a six-week period, at no cost to the Board, be approved.

5. That the Board of Education for the City of Hamilton support Hamilton City Council in its bid for the 1994 Commonwealth Games.

6. That the following report of the Affirmative Action Committee be approved:

(a) That a grant application to the Ministry of Education, Summer Experience '87 programme for a student position in relation to the Affirmative Action programme be approved at no cost to the Board.

7. That the following report of the Special Education Advisory Committee be approved:

(a) That the Special Education Advisory Committee express its concern to the Ministry of Education and W. Ross Macdonald School that textbooks should be made available on cassette tapes, in addition to reel-to-reel, to give all special education children the opportunity to use them.

ELEMENTARY / SECONDARY

1. That the following recommendation of the Superintendent of Curriculum and Special Services regarding Hill Park Play School be approved:

(a) That, pending sufficient enrolment, and the acquisition of grants from the Ministry of Community and Social Services, the Hill Park Play School continue for the 1987-1988 academic year and that the programme be extended to include both a morning and an afternoon session.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Charles Waterman be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 09 01, with salary according to schedule.

(b) That the following teachers be appointed to the position of Acting Head of Department (Boys' Physical and Health Education), effective 1987 09 01, with salaries according to schedule:

Russell Evans

Brian MacLean

(c) That Sheila MacLeod be appointed to the position of Acting Teacher-Librarian in a Composite Secondary School, effective 1987 09 01, with salary according to schedule.

(d) That Robert Kelley be transferred from the position of Acting Consultant of Computer Studies to the position of Assistant Head, Business Education (Confirmed), effective 1987 09 01, with salary according to schedule.

(e) That Gladys V. Elian be appointed to the Probationary Staff, effective 1987 06 01 (.5), with salary according to schedule.

(f) That the effective date of George Karambelas' appointment to the Probationary Staff, approved at the April Meeting, be changed to 1987 04 21.

(g) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Theresia Bauer, 1987 05 11 to 1987 06 26

Sharon A. Dobbie, 1987 06 01 to 1987 06 26 (.5)

Douglas Holmes, 1987 03 09 to 20 (full time)

1987 03 23 to further notice ($\frac{2}{3}$)

Barbara Jarrett, 1987 03 23 to further notice

Gale A. Male, 1987 03 09 to further notice

Stuart Porter, 1987 03 12 to further notice

Sonia Rizzato, 1986 11 12 to 1987 01 30

Irene Vanderlubbe, 1987 05 04 to 1987 06 26

(h) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Katherine Conway, 1987 06 01

Francoise Cyr, 1987 05 06

Helen Demczuk, 1987 05 18

Ann MacDonald, 1987 05 04

Mary Lou Mauro, 1987 06 15

(i) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Susan Mummery-Bacon, 1987 09 01 to 1987 12 28

Linda Paradis, 1987 09 01 to 1987 12 28

Jacqueline Volterman, 1987 06 22 to 1987 10 16

(j) That the request of Christine Tartaglia for a Maternal Leave of Absence, effective 1987 05 11 to 1987 09 04, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Parental Reasons until 1988 08 31.

(k) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Valerie Crouse, 1987 09 01 to 1988 08 31

Joanne Cunliffe, 1987 09 01 to 1988 08 31

Sharon Larlee, 1987 09 01 to 1988 08 31

Debra Maxwell, 1987 09 01 to 1987 12 31

Mary Stewart, 1987 09 01 to 1988 08 31

Gene Sutton, 1987 09 01 to 1988 01 31

William Woodland, 1987 09 01 to 1988 08 31

(l) That the request of Brian Burditt for Leave of Absence without pay, effective 1987 05 29 to 1987 06 12, be granted.

(m) That the requests of the following teachers for extensions of their Leaves of Absence, effective 1987 09 01 to 1988 08 31, be granted:

Patricia Force

Angela Mouriopoulos

Patricia Green

Debra Smith

Judy Lampman

David Wayne

Diane McKenzie

(n) That the request of Kim McCulloch for an extension of his Leave of Absence, effective 1987 09 01 to 1988 08 31, in order to serve on the O.S.S.T.F. Provincial Executive, be granted.

(o) That the requests of the following teachers for Long Term Disability Leaves of Absence, effective as shown, be granted:

JoAnn Lloyd, 1987 04 02 (p.m.)

Adrienne McBride, 1987 04 14

(p) That the requests of the following teachers for extensions of their Long Term Disability Leaves of Absence, effective 1987 09 01 to 1988 08 31, be granted:

June Outram

Norval Redpath

(q) That the resignation of Mary Chantrell, Secondary School Principal, who is retiring on superannuation, effective 1987 06 30, be

accepted with regret, and that she be considered for gratuity in accordance with the Board's plan.

(r) That the resignation of the following teachers, who are retiring on superannuation, effective 1987 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Helen Andrews
Helen Dreier
Ada Joan Hall
Ralph Hewins

Margit Kaffka
Walter Klayh
Marion Wright

(s) That the resignation of Margaret Bieman, who is retiring on superannuation, effective 1987 06 30, be accepted with regret.

(t) That the resignation of the following teachers, effective 1987 08 31, be accepted with regret:

Mary Anne Ewer
Marjory Ingrassia
Carole Leish

Elizabeth McDannold
Brenda Southward
P. Joy Warner

(u) That the timetable of Constance Hall be increased from $\frac{3}{4}$ to $\frac{1}{2}$ (2% Sem. 2), effective 1987 04 13.

(v) We regret to announce the death of Lucille Laframboise, French Immersion Consultant, on 1987 04 12.

(w) That up to 200 students of Grades 12 & 13 from Hamilton Schools be permitted to attend a trip to Quebec City, Quebec, 1987 05 14-17 (Thursday to Sunday).

(x) That one teacher for every 15 students, plus the Languages Supervisor or designate, supervise the trip to Quebec City, Quebec, 1987 05 14-17, and that each receive \$120.00 for their expenses.

(y) That the following trips be approved:

(i) Adelaide Hoodless, Grades 7 & 8, Outdoor Education, Camp Wanakita, 1987 05 23-26 (Saturday to Tuesday)

(ii) Hampton Heights, Grade 7, Sudbury, 1987 05 27-29 (Wednesday to Friday)

(iii) W. H. Ballard, Grade 8, Outdoor Education, Camp Wanakita, 1987 06 08-10 (Monday to Wednesday)

(iv) Barton, Politics 4G, Ottawa, 1987 05 27-30 (Wednesday to Saturday)

(v) Hill Park, Grades 10-13, London, England, 1988 03 26-04 03 (Saturday to Sunday)

(vi) Scott Park, Grades 10 & 11, Outdoor Education, Bark Lake Leadership Camp, 1987 05 13-15, (Wednesday to Friday)

(vii) Sir Winston Churchill, Grades 9 & 10, Outdoor Education, Bark Lake Leadership Camp, 1987 05 13-15 (Wednesday to Friday)

(viii) Westdale, Grades 9-13, Ottawa, 1987 05 14-16 (Thursday to Saturday)

(ix) Delta, Grades 9-13, English, Stratford, 1987 05 19

(x) Elizabeth Bagshaw, Grades 7 & 8, Bracebridge, 1987 05 21-23 (Thursday to Saturday)

(xi) Westview, Grade 8, Gifted, Stratford, 1987 06 05

(z) That John Dunn be appointed to the position of Acting Mathematics Consultant, effective 1987 09 01 to 1988 08 31, with salary according to schedule.

(aa) That Robert Herd be appointed to the position of Acting Head of Department (Mathematics), effective 1987 09 01, with salary according to schedule.

(bb) That the following teachers be appointed to the position of Acting Assistant Head of Department (Mathematics), effective 1987 09 01, with salaries according to schedule:

Rosemary Campbell

Robert Simpson

(cc) That the request of Gerald Price for a Leave of Absence, effective 1987 09 01 to 1988 08 31, to serve as President of O.S.S.T.F. District 8, be granted.

(dd) That the request of David Allen for a Leave of Absence, effective 1987 09 01 to 1988 08 31 ($\frac{2}{3}$), to serve as Vice-President of O.S.S.T.F. District 8 be granted.

(ee) That the request of Carl Ouellette for a Leave of Absence, effective 1987 09 01 to 1988 08 31 ($\frac{1}{3}$) to serve as District Benefits Information Officer for O.S.S.T.F. District 8, be granted.

(ff) That the resignation of William Haartman, who is retiring on superannuation, effective 1987 06 30, be accepted with regret.

3. That the following recommendation of the Associate Superintendent of Curriculum and Special Services regarding the request of McMaster University be approved:

(a) That the request of McMaster University, Department of Pediatrics, to include our students in a study on "very low birth weight

babies" be granted provided that the involvement of students is voluntary and with parental consent.

Respectfully submitted,

Miss MARGARET CUNNINGHAM.

Chairman.

Board Room,
1987 05 05.

ADDENDA

The following motions were considered at the May meeting of the Education Management Committee held on 1987 05 05 and were LOST:

ELEMENTARY / SECONDARY

1. That the following report of the Special Education Advisory Committee be approved:

(a) That the grade 9 congregated gifted program be located at Westdale and Westmount Secondary Schools.

2. That the Education Management Committee approve, in principle, the request of the Westdale Music Parents' Association for financial assistance in sending members of the Westdale Concert Band to Ottawa to compete in the National Finals of the Canadian Concert Band Festival being held during the week of May 11-16 and that the Business Management Committee determine if funds are available for this request.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
SIXTH REPORT**

Present: Mary Caye Clarke (Chairman), Trustees Desmarais, Detwiler, Lowe, McMurrich, Mulholland, Paquin, Rogers, Cunningham and Van Horne.

Also Present: Trustees Baskin, Deans, Ruddle, Vine and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), J. Penner (Business Administrator/Treasurer), J. Singer (Deputy Administrator Buildings), P. Shewfelt (Manager, Accounting and Budget), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), G. Rutledge (Budget Supervisor), T. King (Budget Analyst), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the request of Hamilton Place for financial assistance in the amount of \$1,250, in order to help defray the cost of the admission price for students attending performances at Hamilton Place, be approved.

2. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Joseph B. Singer, Deputy Administrator - Buildings, for the purpose of retirement, be accepted with regret effective 1987 12 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Margaret Wood, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 12, and that the Board's retirement gratuity be paid.

(c) That the resignation of Helen Adams, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 24, and that the Board's retirement gratuity be paid.

(d) That the resignation of Florence Robertson, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(e) That the resignation of Pauline Ciruolo, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(f) That the resignation of Liesbeth Vanderwel, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 01, and that the Board's retirement gratuity be paid.

(g) That the resignation of John Northey, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(h) That the resignation of Howard E. Rousseau, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(i) That the resignation of Ken Horn, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(j) That Gabrielle Lee, Clerical Staff, be promoted to the position of Offset Operator (Category F — maximum \$461.21 per week), effective 1987 05 04, with salary according to the salary schedule.

(k) That Kathy Harrow, Clerical Staff, be promoted to the position of Secretary - Special Education (Category C — maximum \$385.00 per week), effective 1987 05 04, with salary according to the salary schedule.

(l) That Moira Caird, Clerical Staff, be promoted to the position of Secretary - Continuing Education (Category C — maximum \$385.00 per week), effective 1987 05 19, with salary according to the salary schedule.

(m) That Naomi Gooley be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 04 21, with salary according to the salary schedule.

(n) That Jennifer Holmes be appointed to the position of Speech / Language Pathologist (B.A. Level - unclassified), for a one year probationary period, effective 1987 08 04, at a starting salary of \$28,931 per annum.

(o) That the resignation of Janet D. Ozimek, Clerical Staff, be accepted effective 1987 04 16.

(p) That Barbara Mattina, Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 04 27, in accordance with the Employment Standards Act.

Amended at Board:

Monies for 3, 4, 5, to be taken out of Line 4 of Annual Budget.

3. That the request for financial assistance from District 8, O.S.S.T.F., in the amount of \$1,563.75 to help defray costs for its Annual Professional Development Day, held 1987 05 01, be granted.

4. That the request for financial assistance from H.T.F. in the amount of \$2,517.63 (\$2,415 plus 4.25 per cent), to help defray costs for its Annual Professional Development Day, to be held in November, 1987, be granted.

5. That the request for financial assistance from the Hamilton Secondary School Principals' Association, in the amount of \$1,000, to help defray costs for its Annual Professional Development Conference in Orillia, 1987 05 21-23, be granted.

6. That the Hamilton Board enter two teams of 20 members each; 10 women and 10 men in each team, in the "Corporate Challenge" for 1987, sponsored by the Hamilton Chamber of Commerce as proposed by the Hamilton Council of Home and School Associations, and that \$1,200 be paid towards registration and expenses in order to participate.

7. That payment of the service fee to Pannell, Kerr, MacGillivray, Chartered Accountants, for the financial year ended December 31, 1986, be approved in the amount of \$9,900.

8. That the Hamilton Board of Education offer to O.A.C.E. the expenses required, not to exceed \$1,500, to allow Professor Lawton to do an in-depth study of the Hamilton Board's Continuing Education.

9. That the request from the Red Hill School Creative Playground Committee, for the installation of a creative playground on our Red Hill School grounds, be approved in principle, and that the usual committee be struck to plan the arrangement.

10. That the request from the Central Public School Home and School Association to install the approved creative playground on our Central Public School grounds, be approved.

11. That the Hamilton Board inform the appropriate government levels (municipal, regional and provincial) that it supports the recommendations of the Upper Ottawa Street Landfill Site Study, and that the Board wishes to be kept informed of the testing results and informed as to what information this Board should keep on our students who have and will attend our school (C. B. Stirling) in this area.

12. That clauses 2(a), 4(a), (b), 5 and 6(a) of the report of the Education Management Committee be approved, and in connection with clause 2(b), the size of the gymnasium be 70' x 45' plus the stage.*

***Conflicting clause considered at Board
90' x 56' plus a stage.**

13. That subject to Board approval of the R. A. Riddell gymnasium addition, Charles H. Moeller be appointed as the architect.

ELEMENTARY / SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Halina H. Hebda, Clerical Staff, for the purpose of retirement, be accepted with regret effective 1987 05 15, and that the Board's retirement gratuity be paid.

(b) That Cynthia Rosbrook be appointed to the probationary Secondary School Secretarial and Clerical Staff, effective 1987 04 13, Level 1, with salary according to the Collective Agreement.

(c) That Anne Pittis be appointed to the Probationary Educational Assistant Staff, effective 1987 05 04, with salary according to the salary schedule.

(d) That the resignation of Deborah A. Toth, Educational Assistant, be accepted, effective 1987 05 05.

(e) That the resignation of Joyce D. Mills, Educational Assistant, be accepted, effective 1987 04 13.

(f) That Debbie Despres, Secondary School Secretarial and Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 06 03, in accordance with the Employment Standards Act.

(g) That the 1987 Summer Skill Program fees be \$40 (previously \$30) per student from the Hamilton Public Schools, and \$45 (previously \$35) per student from other boards.

2. That clauses 1(a), 2(q), (r) and (x) of the report of the Education Management Committee be approved, and in connection with clauses 2(q) and (r), the Board's retirement gratuity be paid to Mary Chantrell, Helen Andrews, Helen Dreier, Ada Joan Hall, Ralph Hewins, Margit Kaffka, Walter Klayh and Marion Wright.

Respectfully submitted,

Board Room,
1987 05 07.

MARY CAYE CLARKE,
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Webb and Van Horne.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

(a) That a responsibility allowance of \$3,500 per annum be paid to Mrs. Shirley Rogers, Administrative Secretary, effective 1987 01 01, for the additional duties and responsibilities as Assistant to the Secretary of the Board.

Respectfully submitted,

H. DETWILER,
Chairman.

Committee Room,
1987 05 06.

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre
1987 05 28.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary) Mr. K. A. Rielly (Superintendent of Operations) Mr. C. McKague (Superintendent of Curriculum & Special Services) Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget) and Mrs. S. Rogers (Administrative Secretary)

ELEMENTARY/SECONDARY

The Chairman called the special meeting to order for the purpose of receiving the report of the special in-camera meeting of the Education Management Committee.

The report of the special "in-camera" meeting of the Education Management Committee was presented by Miss Cunningham.

Moved by Miss Cunningham, seconded by Mrs. Clarke: That the Elementary/Secondary Part of the report of the special "in-camera" meeting of the Education Management Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Vine, Webb, Clarke and Van Horne.

Also Present: Trustees Bell, Detwiler, Lowe, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the contracts of the following Probationary Teachers be terminated effective 1987 08 31:

Bonnie Beaven	Joan Mantzel
Barry Bodo	Donna Marchand
David Bradbury	Deborah McAlpine (L.P.)
Diane Clark	Robert McDermott
Lisa Clarke	Ingvar Rammo
Rene Contant	Sharon Reading
Carla Dillenberger	Allan Ridley (L.P.)
Gladys Elian	Katherine Saunders
Maureen Fraser	Edith Schmidt
Lynn Howarth-McCue	Karen St. Jean
Wayne Jessop	Wilma Torrens
Margaret Kiss	Therese van der Spuy
Julia Lamont	Linda Wolski
Barbara MacLeod	

(b) That the following secondary school teachers be transferred to the Hamilton-Wentworth Roman Catholic Separate School Board in compliance with the terms of Bill 30 with respect to Designated Teachers, effective 1987 09 01:

Patricia Ashton	Arlene Cheal
Sheila Babb	Jean Cole

Christopher Kostur
Loretta Lueloff
Jane Pilling

Barbara Tkach
Nellie Wong

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 05 28.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board of Education
Education Centre
1987 06 04

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, McMurrich, Mulholland, Paquin, Rogers and Ruddle.

Officials Present: J. Penner (Business Administrator/Treasurer), P. Shewfelt (Manager, Accounting and Budget), J. Singer (Deputy Administrator - Buildings), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations).

ELEMENTARY/SECONDARY

The special meeting was called in order to consider the report of the Salary Committee regarding the Collective Agreement with the Branch Affiliates of the Hamilton Teachers' Federation.

Moved by Miss Detwiler, Seconded by Mr. McMurrich: That the Elementary/Secondary Part of the report of the Salary Committee be adopted.

Trustees Clarke, Paquin and Ruddle declared possible conflict of interest, and did not participate in discussions or the vote.

Prior to highlighting the terms of the agreement, Miss Detwiler commented the Salary Committee was very pleased to reach this settlement, and also that the Branch Affiliates have ratified the Agreement. This is the second consecutive year that the Elementary Agreement was reached in the month of May in seven meetings. On behalf of the Salary Committee, Miss Detwiler indicated the members looked forward to future dealings with the elementary Branch Affiliates.

It was noted the total cost of the settlement was 5.28 per cent over last year, including a 4.9 per cent salary increase on the grid.

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Webb, and Van Horne.

Officials Present: Messrs. Penner (Business Administrator/Treasurer), Sinclair (Manager, Personnel and Employee Relations), and Miss Russon (Personnel Analyst).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the Board ratify the terms of the 1987-88 Collective Agreement reached between the Board and the Elementary Branch Affiliates.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 05 22.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND THE BRANCH AFFILIATES
REPRESENTING STATUTORY MEMBERS OF
THE FEDERATION OF WOMEN TEACHERS' ASSOCIATION
OF ONTARIO
AND
THE ONTARIO PUBLIC SCHOOL TEACHERS'
FEDERATION
IN THE EMPLOY OF THE BOARD**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The term of the Collective Agreement shall be from September 1, 1987 to August 31, 1988.

4. The parties agree to amend the terms of the 1986-87 Collective Agreement in accordance with the terms of Schedule "A" attached hereto.

DATED AT HAMILTON THIS 22nd DAY OF MAY, 1987.

ARTICLE 8—SALARY GRID

8.01 Effective September 1, 1987 to August 31, 1988:

Yrs. of Expe- rience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
0	\$16,633	\$18,041	\$19,038	\$23,749	\$25,047	\$26,989	\$28,500
1	17,686	19,210	20,310	25,047	26,451	28,608	30,226
2	18,699	20,304	21,511	26,339	27,853	30,226	31,955
3	19,679	21,373	22,685	27,634	29,255	31,846	33,680
4	20,690	22,488	23,888	28,927	30,658	33,465	35,410
5	21,681	23,900	25,530	30,226	32,061	35,087	37,136
6	24,991	25,530	26,718	31,523	33,465	36,707	38,863
7		27,234	28,429	32,818	34,870	38,324	40,588
8		30,106	30,599	34,116	36,271	39,943	42,315
9			31,656	35,410	37,675	41,561	44,046
10			35,516	36,707	39,080	43,182	45,773
11				39,727	42,103	47,503	50,741

ARTICLE 10—POSITIONS OF RESPONSIBILITY

- 10.01 (i) Effective September 1, 1987 to August 31, 1988:
Vice-Principals of Elementary Schools shall be paid
in accordance with the following schedule:

Years of Experience**As a Vice-Principal**

0	\$52,604
1	53,129
2 or more	53,879

A teacher appointed as a Vice-Principal shall receive the minimum salary for the category. If, however, the teacher's salary before appointment equals or exceeds the minimum salary for the category of Vice-Principal, then the salary shall be increased on the date the appointment becomes effective by \$750 per annum, not to exceed the maximum.

- 10.01 (ii) Amend to Read
Effective September 1, 1987, one additional Vice-Principal will be assigned to the elementary panel.

- 10.02 (i) Effective September 1, 1987 to August 31, 1988:
Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Years of Experience**As A Principal**

0	\$58,531
1	59,160
2	59,685
3	60,471
4	61,258

Delete present Articles 10.02 (ii) (iii), 10.03, 10.04, 10.05, 10.06 and renumber subsequent Articles.

- 10.07 (i) Effective September 1, 1987 to August 31, 1988:
Supervisors and Programme Leader - Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$58,784
1	60,237
2 or more	63,084

Supervisors and Programme Leader - Staff Development shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 27 years of service the entitlement shall be 6 weeks annual vacation.

- 10.07 (ii) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,054 effective September 1, 1987. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 27 years of service the entitlement shall be 6 weeks annual vacation.
- (iii) If a teacher is on the active payroll for less than a full vacation year, the vacation allowance under Article 10.07 (i) and (ii) shall be pro-rated in accordance with the amount of the time that teacher was on the active payroll during the vacation year.
- The vacation year shall mean September 1st to August 31st following.
- (iv) Consultants shall be paid grid salary plus a responsibility allowance of \$3,432 effective September 1, 1987.
- (v) Program Leader, Alternative Education shall be paid grid salary plus a responsibility allowance of \$3,432 effective September 1, 1987.
- (vi) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,432 effective September 1, 1987.

10.08 An allowance beyond the regular grid salary shall be paid to teachers as follows:

Assistant to the Principal	\$1,062
Outdoor Education	1,062

ARTICLE 13—EMPLOYEE BENEFITS

13.01 (i) The Board shall contribute 100% of the premium cost as of September 1, 1987 of the following Plans:

O.H.I.P.

Semi Private Hospital Care

Extended Health (Vision Care up to \$100 every two years)

(Hearing Aids—\$500 every five years)

Basic Group Life Insurance (up to \$50,000 coverage)

Article 13.02 Amend to Read:

Basic Group Life Insurance

The present Group Life Insurance Plan (G.422) shall be continued in force during the lifetime of this Agreement and shall provide basic insurance equal to two times the annual rate of salary (to the next higher \$1,000 if not already an integral multiple of \$1,000) up to a maximum of \$50,000. The policy coverage for a part-time teacher shall be based upon two times the prorated annual salary (to the next higher \$1,000 if not already an integral multiple of \$1,000) up to a maximum of \$50,000. A teacher appointed to the teaching staff of the Board after August 31, 1984 shall become a member of the Group Life Insurance Plan and the teacher's basic coverage shall be effective from the first day of the month coinciding with, or next following, the member's date of employment.

Article 13.02

**Amended Provision of Group Life Policy—
Total Disability Benefit**

If a member of the Plan becomes totally and permanently disabled before reaching the age of 65 years, the member must select one of the following options at time of disability:

OPTION 1

The member may elect to receive his/her life insurance in effect at the date of disability subject to a maximum of \$40,000. Such amount would be paid in a series of equal monthly instalments while the disability continues but in no event beyond the member's 65th birthday. Any insurance in excess of \$40,000 will be continued in force without payment of premiums as long as the member remains totally disabled (subject to any reductions or termination due to age as provided under the Plan).

If a member of the Plan who is in receipt of monthly instalments dies before the full number of monthly instalments has been paid, the commuted value of the remaining unpaid instal-

ments will be paid to the member's beneficiary of record.

OR

OPTION 2

The member may elect the waiver of premium benefit whereby the total amount of life insurance in effect at time of disability will be continued in force without payment of premiums as long as the member remains totally disabled but in no event beyond the member's 65th birthday.

Once a member of the Plan selects either Option 1 or Option 2, there will be no further opportunity to change the option chosen.

13.03 New (renumber subsequent articles)

- (i) In addition to the Basic Group Life Insurance Plan under Article 13.02, which provides up to \$50,000 coverage at Board cost, effective September 1, 1987 or as soon as practicable thereafter, the Group Life Insurance Plan shall be amended to provide an Optional Group Life Insurance Plan as specified under 13.03.
- (ii) Under the Optional Group Life Insurance Plan a teacher may elect insurance equal to the difference between the teacher's Basic Group Life Insurance and two times the annual rate of salary (rounded to next higher \$1,000) up to a combined maximum (Basic and Optional) of \$150,000. The teacher shall pay the full premium cost for the amount of Optional Life Insurance through payroll deduction. During the lifetime of this agreement, the premium rate for Optional Insurance shall be the same as for the Basic Insurance.
- (iii) A teacher on the payroll at September 1, 1987 will be enrolled automatically for the Optional Group Life Insurance, unless the Board receives a signed denial form from the teachers on or before August 31, 1987.
- (iv) A teacher hired on or after September 1, 1987 must, in writing, subscribe and authorize payroll deduction for the Optional Group Life Insurance within 31 days of employment in order to be covered under the Optional Group Life Insurance Plan.
- (v) A teacher on leave of absence at September 1, 1987 must, in writing, subscribe for and authorize payroll deduction for Optional Group Life Insurance within

31 days of return to employment in order to be covered under the Optional Group Life Insurance Plan.

- (vi) A teacher not subscribing for the Optional Group Life Insurance within the time limits in (iii), (iv) and (v) above may apply for coverage at a later date by making written application authorizing appropriate payroll deduction and providing evidence of insurability satisfactory to the Insurance Company. The Optional Group Life Insurance will be effective on the first day of the month following approval of the evidence of insurability by the carrier.
- (vii) A teacher may decide in writing at any time to cancel Optional Group Life Insurance. Such cancellation will be effective on the first day of the month following receipt by the Board of the request for cancellation.
- (viii) A teacher must be actively at work on the effective date of his/her Optional Group Life Insurance. If a teacher is not actively at work on the effective date, Optional Group Life Insurance will commence on the date the teacher returns to work on a regular basis.

Article 13.08 Amend to Read:

Effective September 1, 1987 the Board shall contribute 50% of the premium cost for full-time teachers based on the 1987 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be prorated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 100% of the cost of the insured services based on the 1987 O.D.A. rate schedule. The present conditions applying with respect to the open enrolment date, the eligibility of new employees and the right of a teacher to withdraw from the Plan shall be continued subject to the policy requirements of the carrier.

**14.03 LEAVE OF ABSENCE WITH SALARY HOLDBACK
—“FOUR OVER FIVE PLAN”**

- (i) A teacher under permanent contract who has completed at least three years continuous service with the Board may apply for a leave of absence for one year.

- (ii) The Board shall endeavour to grant all requests for paid leave of absence but shall have the right to limit the number of leaves granted.
- (iii) The conditions governing a paid leave of absence shall be as follows:
 - (a) (i) Requests for leaves under this article will be considered only for the fourth or fifth year of the agreement.
 - (b) A teacher who has been granted a leave of absence under this article shall agree to remain in the employ of the Board for at least five years including the year of leave.
 - (c) A teacher shall apply to the Board for a paid leave of absence prior to September 15, 1987 and the Board shall notify the applicant by October 20, 1987.
 - (d) If a paid leave of absence is granted, the Board and the teacher shall complete and sign an agreement form, a sample of which shall be given to the Branch Affiliates.

Article 20.02 (i) Amend to Read:

Effective September 1, 1987, the city-wide average class size, by division, shall not exceed:

- | | |
|-----------------|--------|
| 1. Primary | - 25.5 |
| 2. Junior | - 27.2 |
| 3. Intermediate | - 27.9 |

20.04 **AMEND TO READ:**

- (i) Effective September 1, 1987, the Board shall provide each full-time teacher exclusive of junior kindergarten but including full-time itinerant teachers of Music, French and Physical Education with a minimum of 120 minutes per week of release time for the purposes of preparation and planning. This time shall be exclusive of the noon recess, and free from the school instructional timetable, supervision and administrative duties. Release time shall be provided in periods of at least twenty consecutive minutes.

20.04 (ii) Amend to Read:

Effective September 1, 1987, the Board shall endeavour to provide each part-time teacher teaching half-time or more with 60 minutes per week of release time for purposes of preparation and planning. This time

shall be exclusive of the noon recess and free from the school instructional timetable, supervision and administrative duties.

- (iii) Effective September 1, 1987, the Board shall provide each Junior Kindergarten teacher with release time for the purposes of preparation and planning. This time shall be exclusive of and free from the school instructional timetable, supervision and administrative duties. It is recognized that preparation time will be provided as in the past through early class dismissal.

ARTICLE 25—FEDERATION/PROVINCIAL AFFILIATE LEAVE

25.01 (i) Amend to Read:

Upon written request, the Board shall grant a leave of absence for a period of up to one year to the President and/or Economic Policy Committee Chairperson of the Hamilton Teachers' Federation. The leave shall be without loss of salary or employee benefits, and the Hamilton Teachers' Federation shall reimburse the Board for the full cost of the leave including employee benefit costs. The Branch Affiliates shall provide the Board with sufficient prior notice of leave.

- (ii) Present 25.01 amended by deleting reference to President of the Hamilton Teachers' Federation.

The Board shall grant a leave of absence without loss of salary or deduction for sick leave to the Officers of the Hamilton Teachers' Federation and to the President and/or Officers of the Provincial Affiliates under the following conditions:

- (i) this leave shall be for the business of the Federation or Provincial Affiliate(s),
- (ii) this leave shall not exceed 60 days in any school year.
- (iii) the Hamilton Teachers' Federation or the Provincial Affiliate, as the case may be, shall reimburse the Board for the full cost of the leave including employee benefit costs.
- (iv) The Branch Affiliates shall provide the Board with sufficient prior notice. If special circumstances prevent the giving of prior notice, the Branch Affiliates shall notify the Board as soon as possible.

LETTER OF INTENT - ARTICLE 20.05

Five representatives of the Board and five representatives of the Branch Affiliates shall meet during the lifetime of the Agreement to study the concerns as to large class sizes and the application and administration of Article 20.05 re Exceptional pupils in regular classrooms. The representatives shall report their findings to their respective parties on or before February 29, 1988.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 06 11

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The minutes of the special meeting of 1987 05 28 were adopted as presented to the members. As the May Board minutes were not available, they will be considered at the July meeting.

Speaking to the concerns on the Upper Ottawa Street Dump, Trustee Deans hoped the Board would re-affirm its position on the recommendation regarding the burning-off of gases.

A communication from Trustee Bell thanking the Board for the floral arrangement was read to the members. This was received and ordered filed.

Committee reports were presented as follows:

Education Management Committee

—Miss Cunningham

Business Management Committee— Mrs. Clarke

Moved by Miss Cunningham, seconded by Mrs. Clarke: That the General Part of the report of the Education Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Canon Rogers: That the General Part of the report of the Business Management Committee be adopted. Carried.

Under Unfinished Business, the report of the Management Consultants was then considered.

Moved by Mr. Hicks, seconded by Mr. Webb: That the Board of Education for the City of Hamilton accept the report prepared and submitted by Davin, Shulman, Feldman, Preiss, Inc. on the organization and operation of the administration of the Education Centre and that the Board develop strategies for implementation. That assistance to develop strategies for implementation be sought from the Consultants, Davin, Shulman, Feldman, Preiss, Inc. as required during the implementation process and that payment for this service be billed at an hourly rate, the total not to exceed \$20,000, without further approval of the Board.

Speaking to the motion, Trustee Hicks remarked this has been a long but healthy process, and he viewed the preliminary stages of the report as steps in the right direction for the future of the Board. It is an attempt to look at alternatives, and the implementation will be carried out in a simple and understanding process.

The motion was carried unanimously.

The Chairman of the Board then gave a brief overview of the consultants' report with copies being distributed to the gallery.

Under New Business, it was moved by Canon Rogers, seconded by Mr. Webb: That the Inaugural Meeting of the 1988 Board of Education be held on Tuesday, 1987 12 01 at 19:00 h. Carried.

Another item under New Business included the presentation by Trustee Barker of the report relating to the A.L.S.B.O. Annual General Meeting. Trustees Clarke and Mulholland were also in attendance.

Trustee Deans inquired on the status of the guidelines with respect to AIDS. The Director replied the new guidelines have just been received, will be summarized, and then presented to the members.

Trustee Webb commented on a recent presentation hosted at Sir John A. Macdonald Secondary School. There were displays of artifacts of 60 nationalities, and Trustee Webb felt the students deserve a special note of thanks for bringing these cultures to life at "Mosaic World".

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

Communications from the Auld Family and the Zuspann Family thanking the Board for the expressions of sympathy were read to the members. These were received and ordered filed.

At the request of Trustee Cunningham, Trustee Clarke presented the report of the Education Management Committee, and the special reports.

Moved by Mrs. Clarke, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the report of the Education Management Committee, and the special reports, be adopted.

Moved in amendment by Mr. Mulholland, seconded by Canon Rogers: That clause 1 (a), of the Elementary/Secondary Part of the Education Management Committee be amended to read: "That Fairview School be closed effective 1988 06 30".

Trustee Mulholland had concerns on the Board moving too quickly with respect to closing Fairview School. While the enrolment may be low, there are other factors to be considered such as the amount of notice the parents have been given and the fact the facility for the students is not ready.

Trustee Baskin did not support the amendment and she referred to the fact that the parents have been the thrust behind the integration of these children.

While Trustee Mulholland did not oppose integration, he only wanted to see the school remain open for another year.

The amendment was then put to a vote and was defeated.

The original reports were then adopted.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That the Elementary/Secondary Part of the report of the Business Management Committee be adopted. Carried.

Under New Business, Trustee Hicks wanted to commend the O.F.S.A.A. Track Meet organizing team for the highly successful track meet held at McMaster University. Trustee Hicks congratulated Bob Chapman, Chris Newman, Richard Murphy, Dan Clark, Jim Simpson, Ian Nesbitt and Gord Sloan, as well as the 100 teachers who were involved in this highly successful event.

Trustee Mulholland then enquired on the acquisition of the Board's microcomputers. It was pointed out that the orders have now been placed.

Trustee Mulholland expressed his deep concern on the fact that ICON will be produced in South Korea, thereby at the expense of Canadian jobs. It was his request this be investigated. Trustee Deans also echoed these concerns.

The Chairman of the Board suggested a trustee could request this item be placed on the agenda of the Education Management Committee.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland and Ruddle.

Official Present: R. Kennedy (Area Superintendent)

The Council recommends:

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Lorraine Currie be appointed to the Probationary Teaching Staff, effective 1987 09 01, with salary according to the salary schedule.

(b) That the resignation of Monique L'Herault from the Teaching Staff, effective 1987 08 31, be accepted with regret.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 05 20.

**REPORT OF THE
SPECIAL MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mr. James Ruddle (Chairman - Pro Tem), Trustees Baskin, Clarke, Cunningham, Hicks, Kennedy, Vine, Webb and Van Horne.

Also Present: Trustees Bell, McMurrich, Mulholland and Rogers.

Officials Present: Mr. C. McKague, (Superintendent of Curriculum & Special Services) Mr. P. Shewfelt (Manager, Accounting and Budget) Mr. R. Kennedy (Area Superintendent) Mr. O. Jackson (Supervisor - Research Services), Mr. J. Hill (Supervisor - Languages) and Mrs. S. Rogers (Administrative Secretary)

ADDENDUM

The following motion was considered at a special meeting of the Education Management Committee held on Thursday, 1987 05 21 and was LOST:

ELEMENTARY/SECONDARY

(a) That French Immersion be phased out and that Core French be introduced in Kindergarten.

Respectfully submitted,

Mr. JAMES RUDDLE,
Chairman (Pro Tem)

Board Room,
1987 05 21.

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

SEVENTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Clarke, Deans, Hicks, Kennedy, Paquin, Ruddle, and Webb.

Also Present: Trustees Detwiler, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations) Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Staff Development Program be approved:

(a) That the position of Program Leader - Staff Development, be renewed for a five year term, effective 1987 07 01 to 1992 08 31.

(b) In conjunction with the Personnel Department, the Staff Development Program address the needs of **all** employees.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the appointments of the following in-school and Education Centre staff be extended from 1987 06 30 to 1988 06 30:

Margaret Bowman (English Consultant)
Leland Currie (.5) (Science Consultant)
Gary Gibson (.5) (Media Services Consultant)
Eric Hipkiss (Special Education Consultant)
David Hutton (Special Education Consultant)
Barbara Jepson (from .5 to 1.0) (English Consultant)
Wanda Lane (Special Education Consultant)
Victor Lepp (Guidance Consultant)
Ralph LeFevre (Adjustment Counsellor)

Neville Nunes (.5) (Special Education Consultant)
Bryan Schofield (Staff Assistant - Adjustment Services)

(b) That the appointments of the following in-school and Education Centre staff be extended from 1987 08 31 to 1988 08 31:

Gary Birchall (Geography Supervisor)
Donna Calder (Physical and Health Education Supervisor)
Gail Glenny-Burke (Adjustment Counsellor - Social Worker)
Marvan Robertson (Alternative Education Program Leader)
Elizabeth Shuttleworth (Guidance Supervisor)

(c) That Christine McCulloch be appointed as Acting Consultant, Special Education, for a two year term from 1987 09 01 to 1989 08 31, under the provisions of Article 5.05A of the Secondary Collective Agreement.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That a grant application to the Futures Program of the Ministry of Skills Development for a Technical Assistant in the Computer Studies Department from June 8 to September 4, 1987 at no cost to the Board, be approved.

(b) That a grant application in the amount of \$6,000 to Experience '87 of the Ministry of Education to employ 15 summer school monitors from June 29 to August 11, 1987, be approved.

4. That the following report of the Committee to Examine the Future of Secondary School Accommodation on the Mountain be approved:

(a) That a one year sharing lease agreement effective September, 1987 combined with a subsequent four year lease be entered into with the Hamilton-Wentworth Roman Catholic Separate School Board in regard to Southmount Secondary School.

(b) That a commitment be obtained from the Ministry of Education that, if enrolment so warrants, the Southmount building will be returned to the Hamilton Board of Education on July 30, 1992 or appropriate funding be provided for the erection of a new secondary composite school.

5. That the following report of the Special Education Advisory Committee be approved:

(a) That the minutes of the in-camera section of the April Special Education Advisory Committee meeting which refer to the discussions properly belonging to the public section be added to the public record of the meeting. This will include the following motions re a further study of the gifted program:

That the present congregated program be examined to include the following considerations:

- * incorporate other appropriate students
- * permit the gifted students to take classes outside the program
- * provide one line help for development of curriculum
- * study the problems of paucity of the program
- * the number of programs being offered
- * definition of the gifted student
- * the concept and techniques used for the assessment of the gifted especially at the secondary level
- * the possibility of those identified as gifted not needing to attend all congregated classes as a group.

The only discussion which ought to remain in the in-camera section is limited to remarks which are covered under 183 (1a) (d) (beginning at the top of page 6).

(b) That at least one member representative be provided from the Special Education Advisory Committee on any review committee of the Gifted Program.

ELEMENTARY/SECONDARY

1. That the following recommendations regarding Fairview School be approved:

(a) That Fairview School be closed effective 1987 06 30.

(b) That the following new programs be established:

(i) a satellite program consisting of two classes at Prince Philip School

(ii) an additional satellite class at Sir Winston Churchill Secondary School.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Leo Aurini be appointed to the position of Acting Principal of a Secondary School, effective 1987 09 01, with salary according to schedule.

(b) That Geza Kocsis be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1987 09 01, with salary according to schedule.

(c) That Allen Whyte be appointed to the position of Acting Head of Department (History), effective 1987 09 01, with salary according to schedule.

(d) That the following teachers be appointed to the position of Acting Assistant Head of Department (History), effective 1987 09 01, with salaries according to schedule:

Michael Green
David Simpson

(e) That the following teachers be appointed to the Probationary Staff, effective 1987 09 01, with salaries according to schedule:

Mark Jones
Thomas O'Brien

(f) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Rebecca Beaton, 1987 06 01 to 1987 06 26
Lucy E. Cook, 1987 05 14 to 1987 06 26 (.5)
Beatrice Dabolins, 1987 03 23 to 1987 05 08
Gladys Elian, 1987 03 02 to 1987 05 29
Barbara Gibson, 1987 04 14 to further notice
Tina Kovacs, 1987 04 06 to 1987 05 22
Jennifer MacLean, 1987 04 14 to further notice
Jean L. Mah, 1987 03 23 to 1987 04 23
George Pater, 1987 04 27 to further notice
Sonia Rizzato, 1987 04 24 to further notice
Denise Warrick, 1987 05 11 to 1987 06 26

(g) That the effective dates of Sharon Dobbie's appointment to the Occasional Staff, approved at the May Meeting, be changed to 1987 05 15 to 1987 06 26 (.5).

(h) That Lauren Tindall be returned from Leave of Absence and assigned teaching duties, effective 1987 09 01 (.5).

(i) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Susan Adler, 1987 08 03 to 1987 11 27
Ann Cucuz, 1987 07 14 to 1987 12 31
Elizabeth D'Angelo, 1987 06 29 to 1987 11 23
Irene Eves, 1987 09 01 to 1987 12 28
Gloria Guitar, 1987 09 01 to 1987 12 28
Patricia Kadechuk, 1987 09 01 to 1987 12 28
Kathryn Raos, 1987 08 03 to 1987 11 27
Marilyn Stewart, 1987 07 06 to 1987 10 30
Nancy Turnbull, 1987 08 03 to 1987 11 30

(j) That the request of Lee Raso for a Maternal Leave of Absence, effective 1987 09 01 to 1987 12 28, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Personal Reasons, until 1988 01 31.

(k) That the effective dates of Kathleen Comeau's Maternal Leave, that was approved at the April Meeting, be changed to 1987 05 20 to 1987 08 31.

(l) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Dorothy Willson, 1987 09 01 to 1988 01 31
Gloria Woodruff, 1987 09 01 to 1988 08 31

(m) That the requests of the following teachers for extensions of their Personal Leaves of Absence, effective 1987 09 01 to 1988 08 31, be granted:

Josephine Fleming
Heather Germain

(n) That the request of Marguerite Kula for a Leave of Absence, effective 1987 09 01 to 1988 08 31, in order to serve as Chief Negotiator and Economic Policy Chairperson for the Hamilton Teachers' Federation, be granted.

(o) That the request of Lauren Tindall for a Leave of Absence, effective 1987 09 01 to 1988 08 31 (.5), in order to serve as President of the Hamilton Women Teachers' Association, be granted.

(p) That the requests of the following teachers for extensions of their Long Term Disability Leaves of absence, effective 1987 09 01, be granted:

Mary Law
Victoria Williams

(q) That the resignations of the following teachers, who are retiring on superannuation, effective as shown, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan:

Gerald Johnson, 1987 06 30
Myrtle Robertson, 1987 06 30
William Robinson, 1987 06 30
Pearl Sojnocki, 1987 07 31

(r) That the resignations of the following teachers, effective 1987 08 31, be accepted with regret:

Kimberley Andrus	Valentine Planida
Marie Louise Kelday	Karen Santor
Janis Muller	Margaret Slater
Peter Queck	David Udall

(s) That the action of the Superintendent in permitting George Petrovic to take Primary/Junior Physical Education Part 1, be approved, and that he be reimbursed for the registration fee of \$266.00 upon submission of proof of successful completion of this course.

(t) That the following trip requests be approved:

(i) Hill Park, Grades 9-13, Washington, D.C., 1988 05 18-22 (Wednesday to Sunday)

(ii) Westdale, Trainable Retarded, Valens Conservation Area, 1987 06 15-16 (Monday to Tuesday)

(iii) Westdale, Trainable Retarded, Valens Conservation Area, 1987 06 18-19 (Thursday to Friday)

(iv) George L. Armstrong, Grade 7 History, Midland, 1987 06 04-05 (Thursday to Friday)

(v) Lawfield, Grade 7, Midland, 1987 06 12

(vi) Queen Mary, Grades 6-8, Ottawa, 1987 06 08-10 (Monday to Wednesday)

(vii) Ryerson, Grade 8 French Immersion, St. Donat, Quebec, 1988 01 10-13 (Sunday to Wednesday)

(viii) Tweedsmuir, Grade 8, Outdoor Education, Camp Olympia, Huntsville, 1987 06 10-12 (Wednesday to Friday)

(ix) Delta, Grades 9-12, Niagara Falls, New York, 1987 06 22.

(x) Cardinal Heights, Grade 6, Outdoor Education, Camp Wanakita, 1987 10 06-09 (Tuesday to Friday)

(xi) Ryerson, Grade 8 French Immersion, St. Donat Quebec, 1988 01 10-13 (Sunday to Wednesday)

(xii) Vincent Massey, Sr. T. R., Outdoor Education, Valens Conservation Area, 1987 06 15-16 (Monday to Tuesday)

(xiii) Vincent Massey, Sr. T. R., Outdoor Education Valens Conservation Area, 1987 06 18-19 (Thursday to Friday)

(u) That David Gallagher be appointed to the position of Acting Principal of an Elementary School, effective 1987 09 01, with salary according to schedule.

(v) That the following teachers be appointed to the position of Acting Head of Department, effective 1987 09 01, with salaries according to schedule:

Robin Magill (Guidance)

Donald Ruddie (English)

Helen Valenzuela (Languages)

(w) That Lyle Gauley be appointed to the position of Acting Assistant Head of Department (English), effective 1987 09 01, with salary according to schedule.

(x) That the request of Sharon Zabrok for a Maternal Leave of Absence, effective 1987 09 01 to 1987 12 28, be granted in accordance with conditions governing Maternal Leave, and that this Leave be followed by a Leave of Absence for Parental Reasons until 1988 08 31.

(y) That the request of Peter D. Brown for a Leave of Absence, effective 1987 09 01 to 1988 08 31, in order to serve as President of the Hamilton Teachers' Federation, be granted.

(z) That the resignation of Mildred Green, who is retiring on superannuation, effective 1987 06 30, be accepted with regret.

(aa) That the action of the Superintendent in permitting Michael Helt to take Primary/ Junior Physical Education Part 1, be approved, and that he be reimbursed for the registration fee of \$266.00 upon submission of proof of successful completion of this course.

(bb) That the recommendation that Robert Kelley be transferred from the position of Acting Consultant of Computer Studies to the position of Assistant Head, Business Education (Confirmed), effective 1987 09 01, granted at the May Meeting be rescinded.

(cc) That Donna Quigley be appointed to the position of Acting Principal of an elementary school effective 1987 09 01 with salary according to schedule.

(dd) That the appointments of the following in-school and Education Centre staff be extended from 1987 06 30 to 1988 06 30:

Brenda Babcock (Primary Consultant)
Eleanor Duncan (.5) (Primary - Writing to Read Consultant)
Diane Rawsthorn (Primary Consultant)
Diane Trembley-Griffin (Primary Consultant)
Margaret Willett (Primary/Junior Consultant)

(ee) That the appointment of Raymond Irvine (Staff Assistant - Primary/Junior) be extended from 1987 08 31 to 1988 08 31.

3. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Russell Evans to change the date of his Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the second semester of the 1988-1989 school year to the first semester of the 1990-1991 school year, effective 1990 09 01 to 1991 01 31.

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 06 02.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Bell, Desmarais, Detwiler, McMurrich, Mulholland, Paquin, Rogers, Cunningham and Van Horne.

Also Present: Trustees Deans, Hicks, Kennedy and Ruddle.

Officials Present: J. Penner (Business Administrator/Treasurer), P. Shewfelt (Manager, Accounting and Budget), J. Singer (Deputy Administrator - Buildings), K. Rielly (Superintendent of Operations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations), D. Kelterborn (Administrative Officer, Business Services), T. King (Budget Analyst).

The Committee recommends:

GENERAL

1.(a) That the Hamilton Board of Education petition the Minister of Education to eliminate or reduce the disparity between elementary school ceilings and the secondary school ceilings without reducing the level of secondary funding.

(b) That the Hamilton Board of Education communicate our position on the under-funding of elementary education to other boards of education across the province and encourage those boards to join with us in petitioning the Minister of Education to increase the government's financial commitment to elementary funding.

2. That the Hamilton Board of Education communicate to its Members of Parliament and Members of Provincial Parliament that it supports increased grant ceilings for elementary school students, and that they be requested to support the two resolutions concerning Ministry grant ceilings, passed by this Board.

3. That the Hamilton Board of Education sell the ten acre parcel of land in Lot 4, Concession 1 (Glanford), in accordance with Ministry regulations and that the funds realized for this sale be placed in reserves for the renovation of schools as approved by the Board.

4. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Emilia Filice, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Eileen B. Tipney, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of Jean Henderson, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(d) That the resignation of Lily Martin, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 06 26, and that the Board's retirement gratuity be paid.

(e) That the resignation of Frank J. Hewett, Administrative Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30, and that the Board's retirement gratuity be paid.

(f) That the resignation of Viola Herrington, Cooking Staff, for the purpose of retirement, be accepted with regret effective 1987 06 26, and that the Board's retirement gratuity be paid.

(g) That the resignation of Margaret A. Piersanti, Clerical Staff, be accepted effective 1987 05 01.

(h) That the resignation of Edward John Wilson, Caretaking and Maintenance Staff, be accepted effective 1987 07 06.

(i) That the resignation of David J. McConnell, Clerical Staff, be accepted effective 1987 06 05.

(j) That Ken Honybun be appointed to the position of Staff Assistant - Engineering (Mechanical), (Administrative Category 6 - maximum \$43,616 per annum), for a one year probationary period, effective 1987 07 06, with salary according to the salary schedule.

(k) That Joanne McInnis be appointed to the probationary Clerical Staff, (Category B2, maximum \$355.00 per week), effective 1987 05 19, with salary according to the salary schedule.

(l) That Sharon Eldridge be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 06 08, with salary according to the salary schedule.

(m) That Gale Milovanov be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1987 06 08, with salary according to the salary schedule.

(n) That Darlene Arseneault, Clerical Staff, be promoted to the position of Textbook Administration Clerk, Purchasing, Category B2, (maximum \$355.00 per week), effective 1987 06 08, with salary according to the salary schedule.

(o) That Laura Labate, Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 08 24, in accordance with the Employment Standards Act.

(p) That a cheque be issued in the amount of \$700 to the Hamilton and District Home Builders' Association for awards to students of the Board of Education for the City of Hamilton; and

That a cheque be issued in the amount of \$700 to the Board of Education for the City of Hamilton for awards to students in subject areas related to construction in accordance with Board approval.

(q) That the tuition fees for students in the string program be increased from \$70.00 to \$75.00, effective 1987 09 01, and that the fees be paid in full prior to the first lesson.

5. That the quotation of Vera's Driving School for in-car and in-class instruction for our composite secondary school students be accepted. The Driver Education classes will be conducted on Saturday mornings at two of our schools during the 1987-1988 school year.

6. That the Board adopt the Pupil Accident Insurance policy as submitted by Reliable Life Insurance Company for a two-year term, 1987-1989, Plan A, with the option of \$300 or \$500 extended dental plan and \$1,000, \$3,000 or \$5,000 Death Benefit from any cause.

7. That the pupil tuition fee schedule for the school year 1987/1988 be approved as presented.

Elementary Panel		Fees	
Residents of Ontario		Annual	Monthly
Grade Classes (including Junior Kindergarten, Kindergarten and French Immersion).....		\$1,100	\$110
Special Classes			
*Assessment.....		4,400	440
Auditorily Impaired		2,750	275
Autistic		4,400	440
*Behavioural Exceptionalities.....		4,130	413
*Gifted.....		1,320	132
*Language and Speech Improvement.....		3,300	330
*Learning Disabilities		4,130	413
Limited Vision.....		2,750	275
*Opportunity.....		2,060	206
Orthopaedic		2,750	275
Trainable Retarded.....		2,820	282

*only available to students whose fees are paid by the Ministry of Education

Non-Residents of Ontario			
Grade Classes (including Junior Kindergarten, Kindergarten and French Immersion).....		\$4,270	\$427
Special Classes—Grade Class fee times applicable high cost factor			

Secondary Panel			
Residents of Ontario			
Grade Classes (including French as First and Second Languages [Immersion]).....		\$1,511	\$151
Vocational Classes.....		2,130	213

Non-Residents of Ontario			
Grade Classes (including French as First and Second Languages [Immersion]).....		\$5,560	\$556
Vocational Classes.....		7,840	784

8. That the request from a group of parents from the Sherwood Heights neighbourhood to install the approved creative playground on our Sherwood Heights School grounds, be approved.

9. That the Firm of Haverty & Rankin Limited, Architects, and Group Eight Engineering, be appointed to carry out the design and supervision of the Agnes Macphail alterations in order to accommodate George P. Vanier Secondary School, and that approval be granted to proceed with the working drawings.

10. That clauses 1(b), 3(a), (b), 4(a), and (b) of the report of the Education Management Committee be approved.

ELEMENTARY/SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Jean Elliott, Educational Assistant Staff, for the purpose of retirement, be accepted with regret effective 1987 06 30.

(b) That the resignation of Linda L. Cunningham, Elementary School Clerical and Secretarial Staff, be accepted effective 1987 08 31.

(c) That the resignation of Maria T. Szlichta, Secondary School Clerical and Secretarial Staff, be accepted effective 1987 06 05.

(d) That Sylvia Scarrow, Administrative Staff, be granted a Maternal Leave of Absence, to commence 1987 09 01, in accordance with the Employment Standards Act.

(e) That Ruth Markocki, Secondary School Secretarial and Clerical Staff, be granted a Maternal Leave of Absence, to commence 1987 05 22, in accordance with the Employment Standards Act.

(f) That Sharon Bachuk, Educational Assistant Staff, be granted a Maternal Leave of Absence, to commence 1987 09 14, in accordance with the Employment Standards Act.

(g) That Terri Teslic, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1987 06 15.

2. That clauses 1(a), (b), 2(q), (s) and (aa) of the report of the Education Management Committee be approved, and in connection with clause 2(q) that the Board's retirement gratuity be paid to

Gerald Johnson, Myrtle Robertson, William Robinson and Pearl Sojnocki.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 06 04.

ADDENDUM

The following motion was considered at the 1987 06 04 meeting of the Business Management Committee, and was LOST.

ELEMENTARY/SECONDARY

1. With respect to clause 1(a), that Fairview School be closed effective 1988 06 30.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Ruddie, Vine, Webb, Clarke and Van Horne.

Also Present: Trustees Desmarais, Detwiler, Lowe and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Brian Snell be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 09 01, with salary according to schedule.

(b) That the request of the Ministry of Education for an extension of the secondment of Harry Traini to the Independent Learning Centre, effective 1987 09 01 to 1988 08 31, be granted.

(c) That the following trip be approved:

(i) Viscount Montgomery, TMR students, Outdoor Education, Camp Ambassador, Owen Sound, 1987 06 16-19 (Tuesday to Friday).

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 06 11.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 06 24.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Lowe, McMurrich, Mulholland, Paquin, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. A. J. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

The special meeting was called to order to consider the initial implementation of the Consultants' Report.

Moved by Mr. McMurrich, seconded by Mrs. Baskin: That Trustees Rogers, Clarke, Cunningham, Paquin and Van Horne be elected to a committee to review and make recommendations on the functions and operating procedures of the proposed revised committee structure of the Board.

The motion was carried unanimously.

Moved by Mrs. Deans, seconded by Canon Rogers: That Section 85 of the Rules and Regulations of the Board of Education for the City of Hamilton be suspended to permit the appointment of an Associate Director.

A two-thirds majority was obtained, and the motion was carried unanimously.

Moved by Mrs. Bell, seconded by Mr. Mulholland: That Keith Rielly be appointed Associate Director of Education for a period of one year, effective 1987 06 24.

Trustee Bell remarked the Board is moving into progressive directions to provide quality education. She was confident everyone working with Mr. Rielly in the implementation process will be of assistance to him, and he will be an asset in this position.

The motion was carried unanimously.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 07 02.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Paquin, Rogers, Vine and Webb.

Officials Present: A. J. Krever (Director of Education), K. Rielly (Associate Director), J. Penner (Business Administrator/Treasurer), P. Shewfelt (Manager, Accounting and Budget, J. Singer (Deputy Administrator - Buildings), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

The special meeting was called to order to consider the report of the Salary Committee and the report of the French Language Education Council.

GENERAL

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the report of the Salary Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Education Council be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Paquin, Webb and Van Horne.

Officials Present: Messrs. Penner (Business Administrator/Treasurer), Sinclair (Manager, Personnel and Employee Relations), Stockwell (Area Superintendent) and Miss Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1987-1988 Collective Agreement reached between the Board and A.E.F.O., Hamilton Secondary Unit.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 06 24.

**MEMORANDUM OF AGREEMENT
BETWEEN**

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND**

**THE BRANCH AFFILIATE
REPRESENTING STATUTORY MEMBERS OF
L'ASSOCIATION DES ENSEIGNANTS
FRANCO-ONTARIENS
HAMILTON SECONDARY UNIT
IN THE EMPLOY OF THE BOARD**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The term of the Collective Agreement shall be from September 1, 1987 to August 31, 1988.

4. The parties agree to amend the terms of the 1986-87 Collective Agreement in accordance with the terms of Schedule "A".

DATED AT HAMILTON THIS
24th DAY OF JUNE, 1987.

SCHEDULE "A"

ARTICLE 6—STAFFING, SURPLUS AND REDUNDANCY

Article 6.03 (d) Amend to Read:

A reciprocal transfer involving a member of the Branch Affiliate and a member of another Branch Affiliate may occur under the following conditions:

- (i) The member of the Branch Affiliate agrees, in writing, to participate in a reciprocal transfer.
- (ii) The transfer shall be for a period not to exceed two years.
- (iii) A member of the Branch Affiliate on reciprocal transfer shall be subject to all the provisions of the Collective Agreement governing the Branch Affiliate of which he is a member, except the teacher shall be subject to the working conditions of the panel to which assigned.
- (iv) Reciprocal transfers shall be independent of surplus and redundancy procedures of Article 6.

6.06 (a) If a full-time teacher can only be assigned a partial timetable for the ensuing school year, the Board may offer him in writing employment in other credit course programmes for which he is qualified or deemed qualified, to a maximum of two credits. The teacher shall be paid the prevailing rate of pay for such assignment.

6.08 (p) Amend to read:

- (i) A teacher recalled to a teaching position in the regular day school programme within six months of the effective date of termination of contract shall have his seniority calculated as if he had no break in service.
- (ii) A teacher recalled as in (i) but after six months from the effective date of termination of contract shall retain seniority previously accrued to that date and shall

have additional seniority calculated effective the date of reappointment.

- (iii) Sick leave credits accrued by a teacher recalled as provided for in this clause (p) shall, notwithstanding intervening employment, be reinstated.

6.11 A. Alternative Employment Plans

Voluntary Part-time Teaching

- (h) Add as last sentence to present language:
Such request shall be considered before probationary teachers are assigned for the ensuing school year providing the teacher is qualified or deemed qualified for the assignment.
- (i) Two teachers may be permitted to share a full-time teaching assignment providing both teachers are qualified for the assignment and the Superintendent approves the arrangement.

Up-date all year references in Article 6.11 B.

ARTICLE 7—CATEGORY DEFINITIONS

Amend to Read:

7.01 A teacher shall have his qualifications for category placement evaluated under the A.E.F.O. Certification Chart 84.

7.02 Delete present Article 7.02

7.03 Delete present Article 7.03

7.04 Renumber as Article 7.02

7.05 Delete present Article 7.05

7.06 Renumber as Article 7.03

ARTICLE 8—SALARY GRID

8.01 Effective September 1, 1987 until August 31, 1988:

Year	Category 1	Category 2	Category 3	Category 4
0	\$23,749	\$25,047	\$26,989	\$28,500
1	25,047	26,451	28,608	30,226
2	26,339	27,853	30,226	31,955
3	27,634	29,255	31,846	33,680
4	28,927	30,658	33,465	35,410
5	30,226	32,061	35,087	37,136
6	31,523	33,465	36,707	38,863
7	32,818	34,870	38,324	40,588
8	34,116	36,271	39,943	42,315
9	35,410	37,675	41,561	44,046
10	36,707	39,080	43,182	45,773
11	39,727	42,103	47,503	50,741

ARTICLE 10—POSITIONS OF RESPONSIBILITY

- 10.01 The Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1987:

Years of Experience	Salary
0	\$62,601
1	65,001
2 or more	67,398

- 10.02 (i) Delete present 10.02 (i)

- 10.02 (ii) Renumber as 10.02.

Effective September 1, 1987 the Vice-Principal shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$57,289
1	58,655
2 or more	60,022

ARTICLE 11—RESPONSIBILITY ALLOWANCES

- 11.01 (i) Where a single subject is taught by two or more teachers and where more than a one and one-half time teaching timetable is involved, one of the teachers shall be the head, be assigned responsibility for the subject, and shall be paid a responsibility allowance of \$2,040 effective September 1, 1987.
- (ii) Where a subject is taught by three or more teachers and where more than two and one-half full time teaching timetables are involved, one of the teachers shall be designated as department head, assigned responsibility for the subject, and paid a responsibility allowance of \$3,432 effective September 1, 1987.
- (iii) Delete present (iii).
- (iii) An allowance of \$562 per annum effective September 1, 1987 shall be paid to the teacher in charge of the Technical Department providing there is more than one full timetable in the subject.
- (iv) An allowance of \$1,000 per annum shall be paid to the teacher delegated responsibility under the head of Francais for Music/Visual Arts/Dramatic Arts provid-

- ing the number of equivalent full-time teacher timetables in the Francais Department is four or more.
- (v) An allowance of \$842 per annum effective September 1, 1987 shall be paid to the teacher in charge of Library.
 - (vi) The Curriculum Consultant (half-time) shall be paid grid salary plus a responsibility allowance of \$1,716 effective September 1, 1987.
 - (vii) The former Assistant to the Principal shall have the sum of his 1986-87 grid salary and the allowance amount of \$3,272 red-circled and frozen until his subsequent grid salary plus any allowance entitlement which he may qualify for under the Collective Agreement equals or exceeds his red-circled salary.
 - (viii) An allowance of \$600 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for the teacher, appropriate time to perform the required duties.

**ARTICLE 13—ALLOWANCES FOR RELATED TRADE
AND BUSINESS EXPERIENCE,
DEGREES, AND DIPLOMAS**

- 13.01 Amend to Read:
Teachers shall be paid, on the recommendation of the Director and Superintendent, \$250 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education up to a maximum allowance of \$2,000. This allowance shall not exceed the maximum of the teacher's category.

ARTICLE 14—EMPLOYEE BENEFITS

- 14.01 (i) Amend Extended Health as follows:
(a) Vision Care increased to \$100 every two years.
(b) Hearing Aids increased to a maximum of \$500 every five years.
- 14.04 Amend to Read:
(ii) Under the Optional Group Life Insurance Plan a teacher may elect insurance equal to the difference between the teacher's Basic Group Life Insurance and two times the annual rate of salary (rounded to next higher \$1,000) up to a combined maximum (Basic and

Optional) of \$150,000. The teacher shall pay the full premium cost for the amount of Optional Life Insurance through payroll deduction. During the lifetime of this agreement, the premium rate for Optional Insurance shall be the same as for the Basic Insurance.

Article 14.05 Amend as follows:

Effective September 1, 1987 the Board shall contribute 50% of the premium cost for full-time teachers based on the 1987 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be prorated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 100% of the cost of the insured services (not to exceed 100% of the 1987 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan if otherwise covered for similar benefits by his or her spouse.

Article 14.08 Amend to Read:

The U.I.C. rebate shall, as in the past, accrue to the credit of the Board and shall be used to offset the cost of providing the benefits described in Article 14.

ARTICLE 17—MATERNAL LEAVE

Article 17.03 Amend to Read:

Parental Leave

- (i) A teacher granted Maternal or Adoption Leave shall be entitled, upon request, to an unpaid extension of the leave for a period up to two years.
- (ii) The date of return of the teacher shall be agreed upon between the teacher and the Superintendent.
- (iii) A teacher returning to teaching from a Parental Leave shall be governed by the provisions of Article 15.01 (vi).

ARTICLE 19—PARTICIPATION IN PROFESSIONAL SPORTS**Amend to Read:**

- 19.01 The Board may permit a teacher to be released from regular duties to participate in professional sports, or to participate in amateur sports at the provincial, national or international level under the following conditions:
- (i) this participation or involvement must not interfere unduly with the teacher's service to the Board.
 - (ii) any time off granted by the Board shall be without pay.
 - (iii) a teacher shall not be entitled to paid sick leave if absent due to an injury related to, or caused by, participation in professional sports.
 - (iv) the teacher shall apply, in writing, to the Superintendent for leave under the provisions of this Article at least one month in advance of the leave.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland and Webb.

Official Present: R. Kennedy (Area Superintendent)

The Council recommends:

1. That Francois Benoit be appointed to the position of Acting Consultant (.5) at Ecole secondaire Georges-P.-Vanier, effective 1987 09 01 with salary according to schedule.

2. That the resignation of Christine Knight, who is retiring on superannuation, effective 1987 06 30, be accepted with regret and that she be considered for gratuity in accordance with the Board's plan.

3. That a letter be sent to A.F.C.S.O. indicating the French Language Education Council supports the A.F.C.S.O. position with respect to Regulation 262, Article 20, subsections 3, 9, 10, 11 and 12, and that the A.F.C.S.O. position is the same as the one taken by the Hamilton Board of Education.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 06 17.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 07 09

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Business Administrator/Treasurer), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The minutes of the May and June Board meetings, and special meetings, were adopted as presented to the members.

A moment of silence was observed in the memory of Edmund Bozek, Caretaking and Maintenance Staff, who met with a tragic death last month.

Communications from the Premier of Ontario with respect to the Upper Ottawa Street Landfill Site Study and the Minister of Education regarding the appointment of Mr. W. G. Charlton to mediate secondary school accommodation issues in the jurisdiction of The Hamilton-Wentworth Roman Catholic Separate School Board were read to the members. These were received and ordered filed, with the request from Trustee Deans that the Ward 6 trustees be kept informed of the developments with respect to the Upper Ottawa Street Landfill site.

Committee reports were presented as follows:

Education Management Committee (regular and special reports)—Miss Cunningham

Business Management Committee—Mrs. Clarke

Salary Committee—Miss Detwiler

Moved by Miss Cunningham, seconded by Mrs. Bell: That the General Part of the report of the Education Management Committee, and the special report, be adopted.

With respect to the report of the Communications Advisory Committee, Trustee Clarke wanted to publicly thank Kelley Advertising Inc. for its work on the logo, and she also wanted to thank the Director for chairing the Systems Public Relations Committee meetings.

The report was then adopted.

Moved by Miss Cunningham, seconded by Mr. Desmarais: That the General Part of the report of the Business Management Committee be adopted.

Moved in amendment by Mr. Hicks, seconded by Mrs. Clarke: That Item Two of the Addenda, General Part of the B.M.C. be lifted to the main body of the report.

Trustee Hicks recalled the action of the Board in May to approve the larger gymnasium for R. A. Riddell Elementary School, yet the Business Management Committee failed to approve the sketch plans. He queried the reasoning for this lack of support, and he had many grave concerns in this regard. Trustee Clarke referred to the growth on the mountain, commenting the Board should continue to build for the future.

Trustee Detwiler remarked she had never supported the larger gymnasium for this school. Trustee Kennedy had hoped there would be support from City Hall, and he would not support the motion at this time.

In closing debate, Trustee Hicks urged the members to support a facility on the mountain that would handle tournaments for elementary students. This is not a foolish expenditure.

The amendment was put to a vote and was adopted. The report, as amended, was also adopted.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the report of the Salary Committee be adopted. Carried.

Under New Business, the Chairman of the Special Education Advisory Committee, Judith Bishop, presented a report of that Committee's activities for 1986-87. On behalf of the Board, Mrs. Van Horne thanked Mrs. Bishop for her work on this committee.

Trustee Ruddle apprised the members of an Award of Merit from AMTEC (Association for Media Technology in Education in Canada) presented to this Board's Media Services Department in its production of the videotape "Je Suis Capable". He wanted to commend the staff of this Department publicly for their fine work.

Trustee Baskin then requested the Board's indulgence with respect to the presentation of a motion on the topic of trustee honorarium. A two-thirds majority was obtained to consider the following.

Moved by Mrs. Baskin, seconded by Miss Detwiler: That effective 1988 12 01, the honoraria for the trustees of the Board of Education for the City of Hamilton be increased to \$11,000 per annum; and that the Chairman of the Board's honorarium be increased to \$16,500 per annum, and for each of the two succeeding years, these honoraria be increased/decreased by the annual change in the Canadian Consumer Price Index.

Trustee Baskin felt this Board's honorarium has fallen behind and this will allow an increase for the incoming Board members in 1988. Trustee Detwiler supported the resolution as each year trustees have more and more business to attend to.

The motion was adopted.

FRENCH LANGUAGE

There was no report of the French Language Education Council.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That when this Board adjourns, it stand adjourned until the September meeting, unless called for a special meeting by the Chairman. Carried.

ELEMENTARY/SECONDARY

Communications from the O.P.S.T.F. updating the members on the status of the Blueprint for Justice, a letter of thanks from Shirley Macnamara for the Retirement Tea, and a letter of thanks from student Lisa Godden for allowing her to attend the Terry Fox Encounters with Canada Youth Centre were read to the members. These were received and ordered filed.

Moved by Miss Cunningham, seconded by Mrs. Deans: That the Elementary/Secondary Part of the report of the Education Management Committee, and the special report, be adopted.

Moved in amendment by Mr. Mulholland, seconded by Mrs. Deans: That clause (ff) of the Education Management Committee Elementary/Secondary report be changed by deleting the words - Clause (ff) denied.

The amendment was considered in-camera and was defeated.

The original report was then adopted with a recorded vote as follows:

Those in favour: Trustees Baskin, McMurrich, Vine, Webb, Bell, Lowe, Detwiler, Kennedy, Clarke and Cunningham; those opposed: Trustees Rogers, Ruddle, Mulholland, Deans, Hicks, and Van Horne.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That the Elementary/Secondary Part of the report of the Business Management Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE**

EIGHTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Baskin, Clarke, Deans, Hicks, Kennedy, Paquin, Vine, Webb and Van Horne.

Also Present: Trustees Bell, Detwiler, McMurrich and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That no action be taken on the report from the Officials re: Day Care.

2. That the letter from The Hamilton Council of Home & School Associations re: Day Care be received and filed.

3. That the report on the Review of the English as a Second Language/Dialect Program be received for purposes of information.

4. That the following recommendation regarding Suggested Strategies for Review of the Gifted Program be approved:

(a) That the Board officials authorize a review of its policies and procedures relative to the gifted program, with specific reference to the report from the officials on Suggested Strategies for Review of the Gifted Program.

(b) That such review be completed by December 31, 1987.

5. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That the appointments of the following Area Superintendents be extended to 1987 10 31, with salaries according to schedule:

Frank Kelly
Ronald A. Kennedy
Allan L. Stockwell

(b) That James Kerr be appointed to the position of Acting Supervisor of Curriculum and Instruction (Technological Studies), effective 1987 09 01, with salary according to schedule.

(c) That Fred Neumann be appointed to the position of Administrative Assistant to the Director of Education and Associate Superintendent of Curriculum & Special Services, effective 1987 09 01 to 1989 08 31, with salary according to schedule.

6 That the following recommendations of the Superintendent of Operations be approved, as amended:

(a) That the request of Donald Simpson for a Personal Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(b) That Marguerite Edge be re-appointed as Program Leader - Staff Development for a five-year period, effective 1987 09 01.

(c) That Marguerite Edge be granted a Leave of Absence (half-time), for one year, effective 1987 09 01.

(d) That James McCaughey be appointed to the position of Acting Consultant of Staff Development for a one-year period, effective 1987 09 01.

(e) That the request of the Associate Director for the assistance of staff up to the equivalent of two full-time persons for a one year period to be involved with the transition management team, be granted.

7 That the following recommendations of the Superintendent of Curriculum and Special Services be approved as presented to the members:

(a) That David McIsaac be appointed to the position of Administrative Assistant to the Superintendent of Curriculum & Special Services, effective 1987 09 01 to 1989 08 31, with salary according to schedule.

(b) That Patricia Gillie be appointed to the position of Acting Middle School Consultant, effective 1987 09 01 to 1988 08 31, with salary according to schedule.

(c) That the following teachers be appointed to the position of Acting Consultant (.5), effective 1987 09 01 to 1988 08 31:

William Manson (English)

Russell Weil (Music)

8 That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved, as amended:

(a) That Eto Corcione be appointed to the position of Consultant, Special Education, for a three-year term, effective 1987 09 01.

(b) That subject to sufficient enrolment and Ministry of Education funding, under Section 16 of the General Legislative Grants, the Hamilton Board place an additional teacher at McMaster University Medical Centre.

9. That the December meeting date of the Education Management Committee be scheduled for Wednesday, 1987 12 02.

10. That the report on the Proposed Ministry Course - A.I.D.S. be received for information.

11. That the following recommendation regarding a Proposal for Action - Ontario Heritage Language Program be approved:

(a) That, with Board approval, administration prepare a response and forward it to the Ministry of Education prior to 1987 09 30.

12. That the following report of the Race Relations Committee be approved:

(a) That the following Foundation Statement and Statement of Principle be approved:

**A RACE RELATIONS POLICY
FOR THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

The Foundation:

In Canada every individual is equal before and under the law and has the right to the general protection and equal benefit of the law without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Similarly, public policy in Ontario recognizes the dignity and worth of every person and provides for equal rights and opportunities without discrimination. Ontario is committed to racial equality, the development of a harmonious race relations climate, and the carrying out of positive and active measures to promote the equal participation of racial minorities in all facets of Ontario life. The responsibility of promoting positive race and ethnic relations and for combatting racism and ethnic discrimination lies with all sectors of our society.

In accordance with provincial policy, the Corporation of the City of Hamilton is committed to a multi-racial, multi-ethnic society. It considers the presence of people from a wide range of racial, ethnic, cultural and religious backgrounds to be a reflection of both the Canadian and Ontario ideal and a source of enrichment and strength. The City affirms the multi-racial and multi-ethnic character of Hamilton by expressing the equality of rights and privileges of all its citizens.

-
1. Adapted from the Canadian Charter of Rights and Freedoms, 1982, Section 15.
 2. Adapted from the Human Rights Code, Ontario, 1982 and the Ontario Policy on Race Relations, 1986, and Ontario Human Rights Commission, Towards a Policy: Race and Ethnic Relations In The Education System, 1986.
 3. Taken from the Policy on Race Relations For the Corporation of the City of Hamilton, 1986.

Statement of Principle

In the spirit of the Canadian ideal and in support of our provincial and municipal Race Relations policies, The Board of Education for the City of Hamilton recognizes its responsibilities as an employer and a major centre of socialization within the Hamilton community. The Board of Education for the City of Hamilton is dedicated to education that promotes positive race relations and multiculturalism.

We are committed to:

- an environment which respects and celebrates the racial, ethnic, religious and cultural plurality of our society.
- policies, programs and school environments which encourage all students, employees, parents, trustees and members of our wider community to fully contribute to and benefit from our rich multi-ethnic and multi-racial society.
- the belief that all doctrines and practices of racial and/or cultural superiority are reprehensible, socially destructive, and contrary to the policies of this board.
- the elimination of any expression of racial or cultural bias in any form by its trustees, employees or students.
- pursuing an active role in the elimination of all racial and cultural discrimination, including those policies and practices, which, while not intentionally discriminatory, have a discriminatory effect.

13. That the following report of the Communications Advisory Committee be approved:

(a) That the use of the Logo be adopted.

(b) That the Board of Education for the City of Hamilton express its appreciation to Kelley Advertising Inc., and to M. N. Jaycock, Vice-President, Creative, for their assistance in the development of the Logo.

(c) That the Board of Education for the City of Hamilton co-operate with Cable 14 Television in the production of monthly half-hour educational television programs from October, 1987 to May, 1988.

(d) That the production and distribution of the newsprint tabloid, as outlined by the committee, be approved.

(e) That the Systems Public Relations Committee study the feasibility of placing a sign in front of the Education Centre.

14. That the following report of the Affirmative Action Committee be approved, as amended:

(a) That the following Policy against Harassment be approved:

The Board of Education for the City of Hamilton is committed to the principles of educational excellence and equality of opportunity. These goals can only be attained in a positive and supportive environment which protects and promotes the dignity and self-esteem of each person and the mutual respect and cooperation between individuals.

Within this environment, any form of harassment undermines the integrity of working relationships, threatens personal well-being and performance, and is unacceptable.

The Board is committed to fostering the goodwill and trust necessary to achieve excellence and equality and to protecting the rights of each individual.

POLICY

In adherence with the Ontario Human Rights Code, it is the policy of this Board that every employee, volunteer and student have a right to freedom from harassment in the workplace and school system because of sex, sexual orientation, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offenses, marital status, family status or disability.

DEFINITION

For the purpose of this policy, harassment means engaging in a course of derogatory or vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Sexual harassment is a particular form of harassment and is defined as:

- a) any repeated sexual advances, remarks, or behaviour that is demeaning, that the person making the advances, remarks or engaging in the behaviour knows or ought reasonably to know is unwelcome; or
- b) a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation knows or ought reasonably to know that it is unwelcome; or
- c) a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.

This definition of sexual harassment does **not** include an occasional or casual compliment or remark, any voluntary relationship between consenting adults, nor normal exercise of supervisory responsibilities, including direction, counselling, and discipline when necessary.

RESPONSIBILITIES OF THE BOARD

It is recognized that under the Ontario Human Rights Code, any individual may take a complaint of harassment to the Ontario Human Rights Commission. Notwithstanding, the Board takes seriously its responsibility to ensure a working environment of mutual trust and respect and wishes to make clear that harassment of any individual will not be tolerated. To this end the Board is dedicated to promoting greater awareness and understanding of these issues, to prohibiting harassment in the workplace and to establishing a procedure to ensure that complaints of harassment can be resolved with sensitivity, quickly, fairly and confidentially, consistent with the spirit of this policy.

(b) That Linda Sproule-Jones be re-appointed to the position of Affirmative Action Co-ordinator, effective 1987 09 01 to 1988 08 31.

15. That the following recommendations from the Report of the Special Education Advisory Committee be approved, as amended:

(d) That the Fourth Ministry of Education Review 1986-1987 be approved.

(f) That the Chairman of the Special Education Advisory Committee present a verbal Annual Report 1986-1987 of SEAC to the July Board meeting and that the SEAC members make an attempt to be present.

(g) That the Downs Syndrome organization be invited to be represented on the Special Education Advisory Committee.

16. That the following recommendation from the Report of the Special Education Advisory Committee be referred to the Transportation Committee:

(b) That the following Report of the Sub-Committee on Transportation May 1987 be approved:

(i) That each school principal is asked to designate annually a transportation monitor(s), whose name(s) will be sent to the Transportation Officer.

(ii) That in-service training be provided annually to all transportation monitors.

(iii) That in-service training be provided by Board Personnel annually to all carriers.

(iv) That the regulation pertaining to drivers and carriers be amended as follows:

(iv)(a) Add to Regulation 2 "and that all wheel chair vehicles have closures".

(iv)(b) Add an additional clause: That carriers ensure that each of their drivers working for the Board of Education for the City of Hamilton has a copy of the above Regulations.

(v) That procedures be developed so that the Student Transportation Sheet be kept up to date both on an annual basis, and as new students are declared exceptional.

(vi) That the Transportation Officer prepare an annual report and that this be shared for information with SEAC.

17. That, when this committee adjourns, it remain adjourned until the September meeting, unless called for a special meeting by the Chairman of the Board.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved, as amended, the amendment being with respect to clause (ff) and the extension of Malcolm Buchanan's Leave of Absence effective 1987 09 01 to 1988 01 29 in order to serve on the Provincial O.S.S.T.F., which was denied.

(a) That Monique Martel be appointed to the position of Acting Consultant (French Immersion) .75, effective 1987 09 01 to 1988 08 31, with salary according to schedule.

(b) That the term of Tina Falbo's appointment be extended to 1989 06 30, and that she be increased from .5 to .75 Consultant (Core French).

(c) That David Staples be appointed to the position of Acting Principal of an Elementary School, effective 1987 09 01, with salary according to schedule.

(d) That the following teachers be appointed to the Permanent Staff, effective 1987 09 01:

Christine Abi-Rashed	Barbara Johnston (.5)
Rosemary Almas (.5)	Katherine Komaranski
Suzanne Artt	Colleen Kurtz
Juliana Balogh	Lori Kyle
Laurie Barrett	Marilyn Legault
Wanda Bielak	Marie Lemieux-McCluskey
June Baxter	Bruce MacPherson
Christine Beckett	Glenys Magill (.5)
Darlene Boychuck	Rita More
Kathleen Brown	Linda Morrissey
Allana Burdett-Moore	Sheila Mowbray
Charles Buttle	Carmel Murphy-Brogley
Roma Buwalda	Scott McNie (.3)
Elizabeth Carey	Nancy Nancekivell
Kimberley Carlsen	Jaqueline Norris
Dawn Crocker	Vesna Pankerichan
Steven Davidge	Linda Paradis
Sandra Dowhan	Diane Parente
Sandra Easterbrook	Eileen Patchett
Karin Eckart	Joyce Patton
Carol Ann Ellis	Linda Pearce
Brenda Finance	Christopher Rothwell
Olive Francis	Corneila Schuster
James Geier	Penny Skolrood
Alyson Gibson	Margaret Sumner
Steve Giftopoulos	($\frac{3}{6}$ - Full time Sem. 2 only)
Dianne Gordon	Patricia Taffe
Carole Goulet	Rhona Trott
Lorna Hampson	Loren Turchi
Scott Hopkins	Darlene Tylee
Micheline Hughes	Ian Waltenberry
Colleen Ireland	Jennifer Wilson
	Sharon Zabrock

(e) That the following teachers be re-appointed to the Probationary Staff, effective 1987 09 01:

Bonnie Beaven	Barbara MacLeod
Barry Bodo	Alice Mantzel
David Bradbury	Donna Marchand (.5)

Lisa Clarke
 Rene Contant
 Carla Dillenberger
 Gladys Elian (.5)
 Maureen Fraser
 Lynn Howarth-McCue (.5)
 Wayne Jessop
 Julia Lamont
 (3/6 Full time Sem. 1 only)

Robert McDermott
 Ingvar Rammo
 Sharon Reading
 Katherine Saunders
 Edith Schmidt
 Karen St. Jean
 Wilma Torrens
 Therese van der Spuy
 Linda Wolski

(f) That the following teachers be appointed to the Probationary Staff, effective 1987 09 01, with salaries according to schedule:

Lori Acciaroli
 Brenda J. Agostini (.5)
 Diane Aitken
 Alexandra Azis
 Karen L. Barrrett
 Theresia N. Bauer
 George Behr
 Carla Berteit
 Tammy Biggs
 Penny Binns (.3)
 Gysele Blais
 Joseph Blais
 Celia Borges
 (3/6 Full time Sem. 2)
 Marie J. Bourdeau
 Sandra Bowman
 (3/6 Full time Sem. 2)
 Laura Boyd
 Marissa Bucci
 Lynda A. Burgess
 Robert Carle
 Jeanne D. Carson
 Timothy Chatterton
 Anne De Clara
 Terri-Ann Crewson
 Katherine Dittrich
 (3/6 Full time Sem. 1)
 Sharon Dobbie
 David Fawcett
 Vaso Gajic
 Simone Goldsmith
 Cynthia Grau
 Ruth C. Greedan

Gayle S. Heywood
 Douglas Holmes
 Deborah Horvath (.5)
 Mark Jones
 Carole B. Kippers
 Edward J. Kokojejko
 Barbara M. Lam
 Angela Leone-Camilleri
 Susan Little
 Sylvie Losier
 Susan K. Mackrory
 Katharine MacLean
 Michael J. MacNeil
 Maria Marazia
 Wendy Martin
 Stephen M. Morris
 Nancy Munn-Kowalchuk (.5)
 Thomas O'Brien
 Carol A. Palombella (.5)
 Donna J. Pejnovich
 Tiziana Penny
 Leslie Peters

 Peter Queck
 (3/6 Full time Sem. 1)
 Lynn L. Rossini
 Michael Sampson
 Elisena N. Santucci
 Tracy L. Scandlan (.8)
 Thea Schaeken
 John Sharp
 Clive I. Shepherd
 Wendy Sherwood

Karen L. Hahn
 Judith Harris
 Richard B. Hart (.6)
 William C. Hazel
 Laima Pohl
 Darlene N. Pryde (.5)

Jeanne S. Soondarsingh
 Michael Stock
 Laurie J. Tyndall
 Susan E. Uberig
 Colleen Wray

(g) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Rebecca Beaton, 1987 03 24 to 1987 05 11
 Douglas Holmes, 1987 02 09 to 1987 05 11 (Full time)
 1987 03 23 to 1987 05 28 ($\frac{2}{3}$)
 1987 05 29 to further notice (Full time)
 Debbie Horvath, 1987 05 11 to 1987 06 09 (.5)
 Hamid Rahatian, 1987 05 05 to further notice
 Anne Thomson, 1987 04 23 to further notice (.5)

(h) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective 1987 09 01:

Karen Andreychuk (.6)
 Bonnie Angelini (.5)
 Sondra Archibald
 Sharon Beesley (.5)
 Dorothy Borsi
 Anne Brown
 Theresa Cardey (.5)
 Kathleen Comeau (.5)
 Elaine Crawford
 Lynn De Jong (.5)
 Shelley Freeman (.5)
 Linda Geddes (.5)
 Monika Grenville (.5)
 Catherine Haggerty
 Kathleen Henderson (.4)
 Jeannie Hughes
 Donna Kehoe
 Victoria Kovacevic
 Diane Kozak
 Kathleen Penny

Louise Lefebvre-Brejak
 Kathy Lenz (.5)
 Martha MacDonald (.5)
 William Manson
 Sharon Oulahan
 Darlene Owen
 Christopher Paige
 Janice Park (.5)
 Mary Ann Peaker
 Beverley Rea
 Catherine Reid (.5)
 Diane Ridos (.5)
 Mary Robertson (.8)
 Merike Rutten (.5)
 Joanne Smees (.5)
 Lorraine Stacey
 ($\frac{3}{4}$ Full time Sem. 1)
 Brenda Stewart
 Lourie Van der Zyden
 Dianne Witty

(i) That the requests of the following teachers for Maternal Leave of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Rhonda Chaimovitz, 1987 09 01 to 1987 12 28

Joanne Green, 1987 06 29 to 1987 09 04

Bonnie Mendel, 1987 08 21 to 1987 12 18

Lynda Pyett, 1987 10 01 to 1988 01 27

Monika Sebastian, 1987 09 09 to 1987 10 09

(j) That the request of Katherine Pelletier for a Maternal Leave of Absence, effective 1987 09 01 to 1987 12 28, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Parental Reasons, until 1988 08 31.

(k) That the request of Pamela Kovacek for an extension of her Parental Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(l) That the effective dates of Ann Cucuz's Maternal Leave of Absence, approved at the June Meeting, be changed to 1987 09 14 to 1987 12 31.

(m) That the request of Karen Searles for a Personal Leave of Absence, effective 1987 09 01 to 1988 08 31, be granted.

(n) That the request of Margaret Ainsworth for an extension of her Long Term Disability Leave of Absence, effective 1987 09 01, be granted.

(o) That the resignation of Jennifer Calderwood, effective 1987 08 31, be accepted with regret.

(p) That the resignations of the following teachers, effective 1987 08 31, be accepted with regret:

Janice Hayashi

Larysa Little

(q) That the resignation of Frederick Oliphant, who is retiring on superannuation effective 1987 10 31, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

(r) That the following teachers be transferred from the Elementary Panel to the Secondary Panel (reciprocal transfers), effective 1987 09 01 to 1988 08 31:

Joanne Beard
Lee Emery
Lane Hazelwood

Gary Krupa
Frank Laberto

(s) That the following teachers be transferred from the Secondary Panel to the Elementary Panel (reciprocal transfers), effective 1987 09 01 to 1988 08 31:

Beverley Auty
Dorothy Borsi
Frank Cooke

Elizabeth Eickmeier
Glen Stewart

(t) That the request of the Terry Fox Centre for the services of Robert Frame for a two week period in November (1987 11 14-28), be granted.

(u) That the following trip request be approved:

(i) Lawfield, Grade 8, Quebec City, Quebec, 1987 11 25-28 (Wednesday to Saturday)

(v) That the following teachers be appointed to the position of Acting Principal of an Elementary School, effective 1987 09 01, with salaries according to schedule:

Kenneth Bain
Anne Puusepp

(w) That Susan Joyce be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 09 01, with salary according to schedule.

(x) That the following teachers be appointed to the position of Acting Head of Department, effective 1987 09 01, with salaries according to schedule:

Patricia O'Connor (English)
Carl Ouelette (Technical) (4/6)

(y) That the following teachers be appointed to the position of Acting Assistant Head of Department, effective 1987 09 01, with salaries according to schedule:

Elizabeth Rolland (English)
Robert Swift (Technical)
James Wilson (Technical)

(z) That Donna Real be appointed to the position of Acting Academic Assistant to the Principal in a Vocational Secondary School, effective 1987 09 01, with salary according to schedule.

(aa) That Janice Galivan be appointed to the position of Acting Alternative School Program Leader, effective 1987 09 01, with salary according to schedule.

(bb) That, in conjunction with Board's leadership development program, the following academic personnel be transferred for a one-year period, commencing 1987 09 01, to the following positions:

- (i) Vice-Principal—Secondary Composite— Bradford Kuhn
- (ii) Vice-Principal—Elementary School—David Plant

(cc) That the following secondary school teachers transferred to the Hamilton-Wentworth Roman Catholic Separate School Board be re-appointed to the Probationary Staff, effective 1987 09 01:

Sheila Babb	Loretta Lueloff
Arlene Cheal	Jane Pilling
Jean Cole	Barbara Tkach (4/6)
Christopher Kostur	

(dd) That the effective dates of the appointment of Irene Vanderlubbe to the Occasional Staff, approved at the May Meeting be changed to 1987 04 16 to 1987 06 26.

(ee) That the request of Blake Galloway for an extension of his Long Term Disability Leave of Absence, effective 1987 09 01, be granted.

(ff) That Malcolm Buchanan be granted an extension of his Leave of Absence, effective 1987 09 01 to 1988 01 29, in order to serve on the Provincial OSSTF. **(Clause (ff)—denied)**

(gg) That the following teachers transfer from the Elementary Panel to the Secondary Panel, effective 1987 09 01:

Keith Archer	Gwen Jocelyn
Dino Crapsi	Anne Marie Metford
Jeannette Janssen	Barbara Munford

2. That the following request regarding the "Four Over Five" Plan be approved:

(a) That approval be granted for the request of Roger Snowling for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") for the first semester of the 1989-1990 school year, effective 1989 09 01 to 1990 01 31, subject to the negotiated Secondary School Collective Agreement.

3. That the Board officials prepare a report as to the feasibility of introducing Core French in the earlier grades.

Respectfully submitted,

Miss MARGARET CUNNINGHAM,

Chairman.

Board Room,
1987 06 30.

ADDENDUM

The following motion was considered at the July meeting of the Education Management Committee and was LOST:

GENERAL

1. That the Chairman of the Board consider establishing an advisory committee to investigate Day Care in our system pursuant to the Letter sent by the Hamilton Council of Home & School Associations.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

EIGHTH REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Desmarais, Detwiler, Lowe, Paquin, Rogers, Cunningham and Van Horne.

Also Present: Trustees Barker, Baskin, Deans, Hicks, Kennedy, Vine and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director), J. Penner (Business Administrator/Treasurer), P. Shewfelt (Manager, Accounting and Budget), J. Singer (Deputy Administrator - Buildings), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the Hamilton Board of Education support the position taken by The Wentworth County Board of Education and the Hamilton-Wentworth Roman Catholic Separate School Board with respect to the screening of pediculosis that funding for the pediculosis screening program is the responsibility of local Health Units.

2. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the effective date of retirement of Edward Bohe, Superintendent of Plant Operations, approved at the Board meeting of 1987 03 12, be amended to read 1987 12 31.

(b) That the resignation of John M. Hind, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted effective 1987 10 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of Anthony C. King, Administrative Staff, be accepted effective 1987 07 17.

(d) That the resignation of Diane Aitken, Administrative Staff, be accepted effective 1987 08 31, conditional on an elementary school placement for the 1987-88 school year.

(e) That the appointment of John Penner to the position of Business Administrator/Treasurer be extended until 1987 10 31, with salary according to schedule.

(f) That the appointment of Edward R. Hodgins to the position of Administrative Assistant to the office of the Business Administrator/Treasurer be extended until 1987 10 31, with salary according to schedule.

(g) That Linda Sproule-Jones be re-appointed to the position of Affirmative Action, Co-ordinator, effective 1987 09 01 until 1988 08 31.

(h) That Wayne Kenyon be confirmed in the position of Supervisory Foreman, effective 1987 06 23.

(i) That Robert MacLennan be confirmed in the position of Secondary School Foreman, effective 1987 06 16.

(j) That Thalia Smith be appointed to the position of Lunchroom Program Co-ordinator (Administrative Category 21 — \$28,838 per annum maximum), effective 1987 09 01, with salary according to the salary schedule.

(k) That Geoffrey Maslen be appointed to the position of Secondary School Foreman (Administrative Category 14—maximum \$33,389 per annum), for a one year probationary period, effective 1987 06 15, with salary according to the salary schedule.

(l) That Monica Knott be appointed to the position of Speech/Language Pathologist (Administrative Category 8—maximum \$39,830 per annum), for a one year probationary period, effective 1987 08 31, with salary according to the salary schedule.

(m) That Liette Hayman be appointed to the probationary Clerical Staff (.5), (Category A-B, maximum \$340.00 per week), effective 1987 06 22, with salary according to the salary schedule.

(n) That Karen Chaikoff be appointed to the position of Research Assistant - Statistics (Administrative Category 15 - \$32,630 per annum maximum), effective 1987 09 01, with salary according to the salary schedule.

(o) That Jean Friesen be promoted to the position of Budget Analyst (Administrative Category 11 - \$35,966 per annum maximum), effective 1987 07 20, with salary according to the salary schedule.

(p) That Thea Schaeken, Administrative Staff, be granted a Personal Leave of Absence, effective 1987 09 01 until 1988 08 31, conditional on an elementary school placement for the 1987-88 school year.

(q) We regret to announce the death of Edmund W. Bozek, Caretaking and Maintenance Staff, on 1987 06 15.

3. That the report re elementary school recipients of trust fund awards for the school year 1986-87 be approved as presented to the members.

Award	Recipient	School
George R. Allan	Andrew Fleming	George R. Allan
	Bethany Jukes	
Alfred Morrell	Chris Tihor	W. H. Ballard
	Jennifer McArthur	
	Paul Shultz	
E. E. Parkhouse	Robert Turcotte	Dalewood
Frank Magee	Rebecca Brady	Central
John McCullough	April Snively	Central
	Jason Bowen	
Sir John M. Gibson	Shannon Kreuger	Central
	Mike Myers	
	Khamsi Chanhthavong	Gibson
	Pamela Szyszka	
Hess Street Reunion	Anna Trikoupis	Hess Street
	Huy Trieu	
L. George Russell	Nancy Radojevic	Glen Echo
Muriel Eastman	Sean Eedy	Prince of Wales
Ruth Cole	Veonapha Snoukphonh	Queen Victoria
William A. Lees	1. Cheryl Mitchell	Adelaide Hoodless
	2. Amy Armstrong	TIED
	Ruth Balyta	
	1. Cameron Steeves	
	2. Danny Macnab	
Susan Bennetto	Franciska Noonan	Bennetto
H. H. Lowden	Ezequiel Berdichevsky	Centennial
	William Cann	
	Tinneal Faille	
	Mimi Vattaso	

Dr. Vern N. Ames

Jordan Allen, Nguyen Cam, Robert Buwalda,
Alice Smith, Kristin MacDonald,
Geoffrey Rosenblood, Gordon Ardell,
Michael Stirling, Martin Watson, Raja Bobba,
Steve Vrakela, Kenneth Murray,
Marie Tonello, John West, John Whittaker,
David Anderson, Monika Kalmar,
Daniel Purdy, Shi Jin Wu, Vlad Savescu,
Mark Wylie, Peta-Gay Tai, Matthew Randall.

4. That the request from a community group for the installation of a creative playground on our Linden Park School grounds, be approved in principle, and that the usual committee be struck to plan the arrangement.

5. That commencing September 1, 1987, the registration fee for general interest courses be increased from \$1.25 per hour, to \$1.50 per hour, and that the fee for senior citizens be increased from \$5 per course to \$10 per course.

6. That the Hamilton Board of Education exchange a parcel of land with Todoc Construction Limited in the Broughton East Neighbourhood, providing the developer pays all the costs relating to this exchange, including legal and survey fees, and provides vehicular and pedestrian traffic to the school site from the south end of Court "J".

7. That an additional amount of \$90,000 be approved for the purchase of textbooks.

8. That the Regional Assessment Commissioner be authorized to appeal the Dofasco Inc. decision by the Ontario Municipal Board (OMB) on behalf of the Board of Education for the City of Hamilton.

9. That clauses 5(e), 8(b), 11(a), (c), (d), (e), 14(b), (i), (ii), (iii), (iv), (v), and (vi) of the report of the Education Management Committee be approved.

10. That when this committee adjourns, it remain adjourned until the September meeting, unless called for a special meeting by the Chairman of the Board.

11. That the sketch plans for R. A. Riddell gymnasium addition be approved, and the Architect instructed to proceed with completion of working drawings and the calling of tenders.

ELEMENTARY/SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That Vince Martorelli be appointed to the position of School Social Worker (B.S.W. Level), for a one year probationary period, effective 1987 09 01, with salary according to the salary schedule.

(b) That Patricia Bourque be appointed to the position of School Social Worker (B.S.W. Level), for a one year probationary period, effective 1987 09 01, with salary according to the salary schedule.

(c) That Tim Kaye be appointed to the position of School Social Worker (M.S.W. Level), for a one year probationary period, effective 1987 09 01, with salary according to the salary schedule.

(d) That Mary Wolfe, Secondary School Clerical and Secretarial Staff, be promoted to the position of Administrative Assistant - Secondary Schools, (Administrative Category 17 - maximum \$32,341 per annum), effective 1987 07 01, with salary according to the salary schedule.

(e) That Carol Verebelyi, Clerical Staff, be promoted to the position of Elementary School Secretary (Category C - maximum \$385.00 per week), effective 1987 08 17, with salary according to the salary schedule.

(f) That the following Elementary School Clerical and Secretarial Staff be promoted to the position of Elementary School Secretary (Category C2 - maximum \$400.00 per week), effective 1987 08 31, with salary according to the salary schedule:

Susan Mawson

Sharon Mason

Janie Upsdell

Ilene Durant

(g) That Jocelyn Dow-Callahan, Educational Assistant Staff, be granted a Maternal Leave of Absence, effective 1987 09 08, in accordance with the Employment Standards Act.

(h) That Kathleen Shepherd, Elementary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1987 09 01 until 1988 08 31, to be followed by her retirement, effective 1988 09 01.

2. That clause 1(q) of the report of the Education Management Committee be approved, and that the Board's retirement gratuity be paid to Frederick Oliphant.

3. That the Board approve a severance payment, up to a maximum of \$26,002.80, to Jennifer Calderwood, upon her resignation, effective 1987 08 31, providing an agreement is entered into that this represents full and final settlement of any claims Ms. Calderwood may have against the Board.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 07 02.

ADDENDA

The following motions were considered at the 1987 07 02 meeting of the Business Management Committee and were LOST:

GENERAL

1. That commencing September 1, 1987, the fee for general interest courses for senior citizens be increased from \$5.00 to \$7.50, and commencing September 1, 1988, from \$7.50 to \$10.00.

"Clause 2 lifted to become Clause 11 of main report."

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Baskin, Deans, Kennedy, Hicks, Ruddle, Vine, Webb, Clarke, and Van Horne.

Also Present: Trustees Bell, Desmarais, Detwiler, Lowe, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That John Henry be appointed to the position of Special Education Consultant for the Gifted, for a one year period, effective 1987 09 01.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1987 09 01, with salaries according to schedule.

Linda O'Grady
Douglas Steele

(b) That Warren Johnson be appointed to the position of Acting Assistant Head of Department (Science), effective 1987 09 01, with salary according to schedule.

(c) That Nellie Wong, transferred to the Hamilton-Wentworth Roman Catholic Separate School Board be re-appointed to the Probationary Staff, effective 1987 09 01, with salary according to schedule.

(d) That the name Karen Baetz be removed from clause (h) of the July Education Management Committee Agenda (return from Leave of Absence) and that she be re-appointed to the Probationary Staff, effective 1987 09 01 ($\frac{3}{6}$ - F.T. Sem. 1 only) with salary according to schedule.

(e) That the following teachers be appointed to the Probationary Staff, effective 1987 09 01 with salaries according to schedule:

Virginia Allego-DiSanza
Barbara M. Allum
Jennifer P. Beavers
Joanne G. Bennett (.5)
Lenore Besman (.8)
Susan M. Brooker
Joanne E. Cheyne
Jo-Ann R. Christian
Anita A. Condari
Lucy E. Cook (.5)
Eduardo Cordero
Adrienne J. Devins
Lynn D. Gillie
Marie C. Golba
Kathryn L. Goodin
Judith E. Haskell (.5)

JoAnne Ivey
Joan L. Jahn
Barbara-Anne Langdon
Gale A. Male (.5)
Mary J. McDiarmid
Sharon L. O'Halloran
Diana L. Rollo (.7)
Marcia J. Rottman
Linda A. Sixsmith
Muriel L. Tryon
Karen van Mourik
Denise D. Warrick
Linda J. Welsh
Diane C. Windsor
David J. Wishart

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 07 09

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler, (Chairman), Trustees Baskin, Lowe, Paquin, Webb and Van Horne.

Officials Present: Messrs. Penner (Business Administrator/Treasurer), Sinclair (Manager, Personnel and Employee Relations), Stockwell (Area Superintendent) and Miss Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the employment year of Speech/Language Pathologists be changed from 12 months to 10 months, 10 days effective 1987 09 01.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 06 24.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 01.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Business Administrator/Treasurer), and Mrs. Rogers (Administrative Secretary).

FRENCH LANGUAGE

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the special meeting of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Clarke: That the report of the Education Management Committee be adopted. Carried.

The meeting proceeded in-camera to consider the report on negotiations re accommodation issues with the three Boards of Education and to consider action with respect to the trustee vacancy.

Trustee Baskin expressed her objection to the fact that women are denied extensions to their leaves of absence to raise their children.

Mr. Mulholland requested permission to discuss the leave of absence for Malcolm Buchanan, which was denied at the July meeting. The Chairman indicated a two-thirds majority would be required to re-open discussion on this item.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That the Leave of Absence for Malcolm Buchanan be re-opened for discussion.

A two-thirds majority was obtained and the motion was carried.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That clause 1 (ff) of the Eighth report of the Education Management Committee be rescinded.

Concerns were expressed on the introduction of this item since notice had not been given to the trustees prior to the meeting.

Moved by Mr. McMurrich, seconded by Mrs. Clarke: That the motion be tabled. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Clarke: That this special meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mr. Hicks: That Trustee Clarke be Chairman of the Committee-of-the-Whole. Carried.

Trustee Clarke assumed the Chair.

Moved by Mrs. Van Horne: That the Board of Education for the City of Hamilton hereby requests the Minister to appoint a tribunal forthwith to hear and decide those accommodation issues which remain in dispute respecting the use of school property in the Regional Municipality of Hamilton-Wentworth and further that the mediator previously appointed by the Minister be re-designated to the tribunal established under Section 136X of the **Education Act**.

After some discussion by the trustees, Trustee Van Horne agreed to withdraw the motion, and proposed the following:

Moved by Mrs. Van Horne: That a letter be sent to the Minister of Education expressing regret that the Mediator, Mr. Charlton has been unable to resolve the school accommodation problem in the Hamilton-Wentworth

Region. However, the Board of Education for the City of Hamilton continues to be prepared to share accommodation and programme with the Hamilton Wentworth Roman Catholic Separate School Board and the Wentworth County Board of Education. Carried.

Moved by Mrs. Van Horne: That a By-Election be held to fill the vacancy on the Hamilton Board of Education in Ward 3.

Objections were raised with respect to the trustee vacancy being considered at an in-camera meeting of the Board.

Trustee Deans challenged the chair, and a show of hands supported this challenge, whereby a special, public meeting of the Board would be scheduled as soon as possible to consider this item.

Moved by Miss Cunningham: That the Committee-of-the-Whole now be dissolved and return to a special meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That the report of the Committee-of-the-Whole be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Vine, Clarke and Van Horne.

Also Present: Trustees Desmarais, Detwiler, Lowe, McMurrich and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Associate Director of Education be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1987 09 01, with salaries according to schedule:

Linda Arndt	Leanne Mackenzie ($\frac{3}{6}$ - F.T. Sem. 1)
Gale Bale ($\frac{3}{6}$ F.T. Sem. 2)	Julie Marshman-MacCuish (.7)
Paul Barber	Terrence Miscallef
Bruce Barrett	Paula C. Newcombe (.5)
Carole Bellehumeur	Patricia Noel
Rene Blanchette	Mark Novakovic ($\frac{3}{6}$ - F.T. Sem. 1)
Janet Carmichael	David Phillips (.6)
Laura Dowling	Elaine Poot
Kenneth Durkacz ($\frac{5}{6}$ - $\frac{4}{6}$	Janice Scott (Section 16)
Sem. 1	Mary M. Tassey
$\frac{6}{6}$ Sem. 2)	Marilyn Vanderdussen (.5)
Carolyn A. Foreman	Irene P. Vanderlubbe
Paula Griffin	Margaret Young
Patricia L. Heeley	
Conrad J. Lemelin	

(b) That Allan Ridley be appointed to the Probationary Staff effective 1987 09 01 with salary according to schedule.

(c) That Patricia Ashton, who was transferred to the Hamilton-Wentworth Separate School Board, be re-appointed to the Probationary Staff, effective 1987 09 01.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 09 01.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Hubert Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustee Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. R. Kennedy (Area Superintendent), Mrs. S. Rogers (Administrative Secretary).

The Council recommends:

1. That the following recommendations of the Associate Director of Education be approved:

(a) That the following teachers be appointed to the Permanent Staff, effective 1987 09 01 with salaries according to schedule:

Ralph Grant
Roger Landry

(b) That the following teachers be appointed to the Probationary Staff, effective 1987 09 01 with salaries according to schedule:

Lise Beulac
Brigitte Begin ($\frac{3}{6}$ - F. T. Sem. 1)
Linda Cossette
Michelle Lapointe

(c) That Marie Bastien be released from contract, effective 1987 08 31.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Board Room,
1987 09 01.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 03.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Mulholland and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director), J. Penner (Business Administrator/Treasurer), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

The Chairman explained the purpose of this meeting was to discuss filling the Trustee vacancy in Ward 3 either by appointment or by-election.

Moved by Mr. McMurrich, Seconded by Mr. Hicks: That a By-Election be held to fill the vacancy on the Hamilton Board of Education in Ward 3.

Trustees Hicks and Deans voiced their support of the motion on the floor because it would exercise the democratic process.

Trustees Kennedy, Vine, Mulholland and Bell, although supportive of the democratic process, felt the Board would make an appropriate and effective appointment to fill the vacancy sooner than if a by-election is held. Some Trustees were concerned with the possible lack of interest in such an election so soon after the provincial election on September 10th, and the fact that a by-election would cost taxpayers in the neighbourhood of \$57,000.

Trustee Hicks requested a recorded vote on the motion.

The Chairman called the question on the motion. Those Trustees who voted in favour were: Baskin, McMurrich, Deans, Detwiler, Hicks, Desmarais, Clarke, Cunningham and Van Horne. Those Trustees who opposed the motion were: Bell, Mulholland, Kennedy, Barker and Vine. The motion was then adopted as presented.

The Chairman indicated a date for the by-election would be determined by City Hall.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 03.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Mulholland and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director), J. Penner (Business Administrator/Treasurer), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

The Chairman indicated the purpose of the in-camera meeting related to the fees for the management consultants. At a special meeting of the Board on 1987 06 11, the Trustees approved an additional payment to the consultants not to exceed \$20,000 without Board approval. That amount has now been surpassed by \$2,000.

Trustee Baskin challenged the Chair on the grounds that this meeting should be held in public.

The Chairman accepted the challenge, but explained her rationale for having an in-camera session.

Moved by Trustee Baskin, seconded by Trustee Deans: That the consultants' fees be discussed in public. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 09.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The special meeting was called to order to consider the Consultants' Fees.

Moved by Miss Cunningham, seconded by Canon Rogers: That the services of the consulting firm of Preiss, Shulman, Feldman and Davin Associates and/or other consultants as required be utilized to assist in facilitating the proposed restructuring of the Board; at a cost not to exceed \$30,000 without further approval of the Board.

Trustee Cunningham felt the services of the Consultants will be required once the Board decides to move into certain areas, and she hoped the trustees understood the recommendation is to facilitate a constructive move.

Trustee Baskin distributed copies of a statement to the members and she read from the document as follows:

I supported the motion to hire a consulting firm to examine the operation of the Hamilton Board of Education, specifically the role of the trustees, the senior officials and the relationships and interactions at the Education Centre.

I, along with the majority of trustees, voted to spend \$96,000 to hear how a group of well-qualified management consultants perceived our operations. I read their report with interest. I agreed with some recommendations. I disagreed with others. It was disturbing to find some statistical errors. The report says that we have 47,500 regular day students. We have 40,000. It makes me wonder how correct other factual aspects of the report are.

In any case, I fully expected that all of the trustees would not only discuss the report in depth but that we would meet several times with our senior officials to determine which recommendations we would accept and which we would reject. After all, we had already made a commitment to decentralization by adopted "The Blueprint for the 80's."

I have not had an opportunity to do this. True, there was one meeting of the trustees held on May 28 in the presence of the consultants. Senior management was not permitted to attend. No minutes were kept.

At that meeting, I raised several concerns, particularly the suggestion that we set up four area offices. Even the consultant agreed that these did not have to be located outside the Education Centre. I wished to ask further questions but was discouraged from doing so. It is my recollection also that the trustees were assured that they would have an opportunity to meet with board officials and be kept informed.

I want to meet with our Director and senior officials to discuss the report. I want minutes to be kept. I want costs to be presented.

I agreed with the motions made that evening that the consultants would be retained to start implementation of the report and that up to \$20,000 could be expended. I also agreed upon the appointment of an Associate Director, and the formation of the Trustee and the Transition Management committees.

What I did not realize was that the trustees will be taking direction rather than giving direction. The present approach, as I understand it, is that the committees will

come to the trustees from time to time with motions that we will be asked to adopt.

To my mind this is wrong. It is up to the Board to give direction to the committees, particularly the Transition Management Committee.

For example, on September 3 our Associate Director spoke to the Director's Luncheon on the work of the Transition Management Committee. He said, and I quote, "Decentralization is the cornerstone of the reorganization. To achieve this, 4 or 5 Area Offices will be established."

I do not believe that the Board has made that decision. I feel that we are placing Keith Rielly in an untenable position by not defining his task.

Perhaps, I am mistaken, but I do not have the feeling that this Board is willing to accept the Consultants' Report holus bolus and I am glad that we have finally gathered to discuss this issue at a public meeting.

I, for one, regret the actions we have taken because:

1. Consultants are hired by institutions to give advice. The hiring firm, in this case, our Board, should have the capability to determine the validity of that advice and to implement or discard recommendations.

Perhaps the consultants are correct when they say on page 8 that the Board takes too much time and accomplishes little because they do not encourage communications and participation before decisions are reached.

I want to hear from my director, business administrator and senior management before I adopt this entire report. The trustees are responsible for policy, yet we have appointed a transition management committee without giving them a clear mandate of which parts of the report they should implement.

2. When I voted to hire a consulting firm, I did not want them to take over the decision-making functions which belong to the trustees. The consul-

tants do point out again on page 8, "The Board itself is experiencing problems in managing its policy and decision making processes ..." which leads to the following results listed on page 15, "inappropriate delegation, lack of accountability management, diffused decision making through the committee process and feelings of individual powerlessness and lack of control."

To my mind, we have created a power vacuum by indecision and the consultants are moving in to fill the void. I see the trustees being alienated from the officials and the officials being alienated from each other.

3. To accept this report in its entirety without knowing the cost implications, the number of new employees, etc. is irresponsible. I cannot rubber stamp an entire document. I am told I will have an opportunity to express my opinion as motions are brought forward by the transition management team. How can we put our new Associate Director in this untenable position. We must give the team prior direction.

We as trustees must take charge, set our overall goals, examine each recommendation and set out a long range plan.

We must do this with our own senior officials. We must remove the consultants from our midst right now and finish our task. Only when we have made these major decisions about the organizational chart and the area offices, can our Transition Management Team in consultation with other senior officials, function efficiently.

We have agreed with the Trustee Management Team on the restructuring of committees because we have the power to do so. We have given Mr. Rielly and his committee an impossible task because we haven't given them clear guidelines.

No one except for the Board of Education for the City of Hamilton can do this. I know it is a lot of work. But if we wait for the Transition Management Team to bring us recommendations to tear to pieces, we will be wasting our time and the taxpayer's money.

The consultants have worked out implementation dates in their report. This gives a sense of urgency to the trustees. It also makes the consultants very necessary adjuncts to the transition. This document has taken on a life of its own.

What's the hurry? This Board has been in existence for many years. Let's take our time. Let's examine our actions. Let's dispense with the consultants at this time. We can always rehire them after we have carefully digested what they have said to us.

This concluded Trustee Baskin's statement.

While Trustee Kennedy was in agreement with the Consultants' report, he did not agree with the endless spending, and he therefore did not support the motion. He felt there is the expertise among the Board staff to take the report forward from this point.

Trustee Detwiler saw two choices — invest more money to see the report through, or leave the implementation with the staff in the building and Trustee Detwiler had concerns with the latter because of the present workload.

Trustee Lowe opposed the motion and she agreed with Trustee Baskin's comment on rushing the matter.

While Trustee Vine had supported the review, she opposed the motion. She felt there has been no opportunity to explore the report, nor discuss it with the Director.

Trustee Webb could understand the Board feeling some anxiety, but he reminded the members that the Board has made a commitment to change. He supported the motion, but agreed the role of the Consultants may need to be looked at.

As the seconder of the motion, Trustee Rogers believed the Board should move ahead and this will indicate the Board's commitment to the staff and to the citizens of Hamilton. Trustee Rogers emphasized the need for assistance from the consultants for the change.

Trustee Hicks referred to the fact that trustees can meet with the Director at any time, but on a point of privilege

Trustee Vine emphasized the Board, not individual trustees, should meet with its Chief Executive Officer to discuss the matter.

Trustee Hicks felt it is important for the Board to proceed, and he wanted to suggest a mechanism be put in place to control the costs.

The Chairman clarified the status of the monies expended whereby the billing to date stands at approximately \$20,400. The Chairman also pointed out that a meeting was in fact held with the Board, the Director and the Senior officials to discuss the report.

At the request of Trustee Deans, Mr. Rielly elaborated on the services of the consultants for which the \$30,000 proposed expenditure is required. The consultants advise the trustees in the planning and interpretation of the report.

Trustee Clarke remarked on the objectivity the consultants bring.

Trustee Bell appreciated the fact the Board has invested a great deal of money, and she supported the motion, but it was her hope the finances will not need to be extended again.

Moved in amendment by Mr. Hicks, seconded by Mr. Desmarais: That the services of the Consulting Firm of Preiss, Shulman, Feldman and Davin Associates be utilized to assist in facilitating the proposed restructuring of the Board at a cost not to exceed \$15,000 without further approval from the Board.

It was requested the two amendments contained in the motion be considered separately.

Since the first amendment pertained to the deletion of "and/or other consultants", Mr. Krever wanted to explain that expertise may be needed for specific purposes. He cited an example of a person at O.I.S.E., and thereby allowing this expense to be taken from this account.

Trustee Baskin opposed the amendment, and reiterated her concern on wanting to talk to the officials with respect to the report.

Trustees Vine and Kennedy did not support the amendment, and Trustee Webb was concerned the Board would be debating this all over again should the amendment pass.

The amendment to delete "and/or other consultants" was put to a vote and was defeated.

Trustee Cunningham spoke against the amendment to decrease the dollar amount as the Board has to be practical and realistic. It was her feeling that \$15,000 will not accomplish very much.

Trustee Deans supported the amendment, as she had no problem with coming back to the Board to approve the funds.

Trustee Hicks believed there is expertise in this building to carry through with the plan as the initial stages have already been laid out.

The second portion of the amendment to reduce the dollar figure was put to a vote and was defeated.

The original motion was then adopted.

The meeting then was adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 10.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education) Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum & Special Services), Beveridge (Associate Superintendent of Curriculum & Special Services), Singer (Deputy Administrator - Buildings), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

Prior to calling for confirmation of the minutes, the Chairman stated there were four deaths that occurred during the summer that she wanted to note; Elizabeth Riches, a cleaner; Sandra Petrovic, a student; Lindy Penner, wife of Business Administrator/Treasurer; and James Ruddle, a Trustee of the Board of Education.

On behalf of the Board members, Mrs. Van Horne offered sincere regrets and condolences to all the members of the families.

Trustee Bell gave a brief tribute in memory of Mr. Ruddle.

A moment of silence was then observed in memory of the deceased.

The minutes of the last regular meeting and special meetings were adopted as presented to the members.

Communications from Nancy Ruddle, John Penner, Robb Webb and the family of Eddie Bozek thanking the

Board for its expressions of sympathy; Alice Lusted thanking the Board for the retirement tea and gratuity and the Honourable Sean Conway, Minister of Education regarding the leasing of Southmount School to the Hamilton-Wentworth Roman Catholic Separate School Board were read to the members. These were received and ordered filed.

Committee reports were presented as follows:

Education Management Committee—Miss Cunningham

Business Management Committee—Mrs. Clarke

Salary Committee—Miss Detwiler

Moved by Miss Cunningham, seconded by Mr. Hicks: That the General Part of the report of the Education Management Committee be adopted.

Regarding Item 5, Trustee Bell commended the staff on the development of the Child Abuse Prevention Curriculum. She felt this will have an impact on those children not yet born as well as those children here today.

Regarding Item 3 and the use of Fairview School, Trustee Baskin noted she received a call from Donna Marcaccio, Program Director of the Rygiel Home. Ms. Marcaccio expressed her appreciation with the plans for the use of Fairview School. Ms. Marcaccio asked that Trustee Baskin convey her thanks to the Board members.

Referring back to Trustee Bell's comments, Trustee Detwiler recalled expressing concerns that the program may be an add-on to the curriculum already in place in the system. She asked if a report could be made available as to how this is going to be integrated into the curriculum. Mr. McKague replied a report will be prepared.

The report was then adopted.

Moved by Mrs. Clarke, seconded by Mrs. Barker: That the General Part of the report of the Business Management Committee be adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the General Part of the report of the Salary Committee be adopted. Carried.

FRENCH LANGUAGE

There was no report of the French Language Education Council.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Deans: That the Elementary/Secondary Part of the report of the Education Management Committee, and the special report be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the Business Management Committee be adopted.

Trustee Deans recalled the delivery of portables to C. B. Stirling School being discussed at the Business Management Committee meeting and she asked if the officials have a further report on when these portables will be in place.

Mr. Singer replied there are two portables in place as of today's date, with another one to be delivered the next day and the last one on the following Monday.

Trustee Deans asked when the siding will be completed and Mr. Singer replied in the following week.

Trustee Detwiler asked about the two portables promised for Thornbrae and if they will be available in the near future.

Mr. Forrester replied the Principal of Thornbrae feels there may be a need for these portables but in the opinion of the officials that need does not necessarily mean the first of September. The situation will be monitored and in the fall there may be a need but not at the present time.

The report was then adopted.

Under Unfinished Business, Trustee Mulholland asked for clarification regarding Malcolm Buchanan's request for a Leave of Absence. He recalled this was tabled and wanted to know if this is the appropriate time to re-introduce this issue.

Mrs. Van Horne replied yes, however, discussions on this will be held in-camera.

Moved by Mrs. Deans, seconded by Mr. Mulholland: That this item be lifted from the table. Carried.

Discussion on this item was held in-camera.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That Clause 1(ff) of the Elementary/Secondary part of the Eighth Report of the Education Management Committee be rescinded. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That the recommendation of the officials that Malcolm Buchanan be granted an extension of his Leave of Absence, effective 1987 09 01 to 1988 01 29 in order to serve on the Provincial O.S.S.T.F., be approved. Carried.

Trustee Clarke asked if the officials will be preparing a policy for such leaves and the Chairman replied yes.

The meeting then adjourned.

Adopted as presented:

.....
Chairman.

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

NINTH REPORT

Present: Miss Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Vine, Clarke and Van Horne.

Also Present: Trustees Desmarais, Detwiler, Lowe, McMurrich and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1 That the Board of Education for the City of Hamilton submit the response related to the Ministry document — **A Proposal for Action — Ontario's Heritage Languages Program**, to the Ministry of Education prior to 1987 09 30.

2. That the Quantitative Report of the 1986/87 System Public Relations Committee Initiatives be received for information.

3. That the Board of Education for the City of Hamilton approve, on an interim basis, the use of Fairview School as an expansion site for Adult Learning Programs, effective October, 1987, to be reviewed in the Spring of 1988.

4. That the Report on Native Languages, 1987 be received for information.

5. That the following recommendations with respect to the Proposed Child Abuse Prevention Curriculum be approved:

(a) That approval in principle be given to develop a Child Abuse Prevention Curriculum in co-operation with the two other Boards of Education in the Region.

(b) That our junior schools be permitted to schedule the proposed theatrical performance on child abuse prevention when it is available.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Associate Director of Education be approved:

(a) That Cherie Gates be appointed to the position of Acting Alternative School Program Leader, effective 1987 09 01, with salary according to schedule.

(b) That Trevor Thomson be confirmed in his position as Head of Department (Mathematics), effective 1987 09 01.

(c) That Deborah McAlpine be re-appointed to the Temporary Staff, effective 1987 09 01, with salary according to schedule.

(d) That Joanne Green be returned from Leave of Absence and assigned teaching duties effective 1987 09 08.

(e) That the effective dates of the Maternal Leave of Absence granted to Marilyn Stewart at the July Meeting be changed to 1987 06 22 to 1987 10 12.

(f) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Christine McKerlie, 1987 10 13 to 1987 12 31

Pamela Tuff, 1987 11 02 to 1987 12 31

(g) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leaves, and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Jane Arthrell, 1987 10 13 to 1988 08 31

Catherine Reid, 1987 09 01 to 1988 08 31

Margaret Sumner, 1987 09 01 to 1988 01 31

(h) That the request of Corinne Brown for an Adoption Leave of Absence, followed by a Personal Leave of Absence, effective 1987 09 01 to 1988 01 31, be granted.

(i) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Charles F. Brown, 1987 09 01 to 1987 10 30

Hannelore Caldarelli, 1987 09 01 to 1988 08 31

Gail Hammond, 1987 09 01 to 1988 08 31

(j) That the return of Catherine Reid from a Parental Leave of Absence, effective 1987 09 01 (.5), granted at the July Meeting, be rescinded.

(k) That the request of Adrienne McBride for an extension of her Long Term Disability Leave of Absence, effective 1987 09 01, be granted.

(l) That the resignations of the following teachers who are retiring on superannuation, effective as shown, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Charles F. Brown, 1987 10 31

Tadeusz J. Kiedron, 1988 01 31

(m) That the resignations of the following teachers, effective 1987 08 31, be accepted with regret:

George Karambelas (Section 16)

Jeannette St. Pierre

(n) That Karon McLeod be transferred from the Elementary Panel to the Secondary Panel, effective 1987 09 01 ($\frac{3}{6}$) — F.T. Sem. 2).

(o) That the timetables of the following teachers be increased, effective 1987 09 01:

Christine Beckett, from .5. to .7

Darlene Boychuk, from .5 to 1.00

Monika Grenville, from .5 to 1.00

(p) That the following trips be approved:

(i) Glen Brae, Grades 6-7, Outdoor Education, Camp Wanakita, 1987 10 06-09 (Tuesday to Friday)

(ii) Vincent Massey, Senior T. R., Valens Conservation Area, 1987 09 28-29 (Monday to Tuesday)

(iii) Vincent Massey, Senior T. R., Valens Conservation Area, 1987 10 05-06 (Monday to Tuesday)

(iv) G.H.A.C. Reps., Boys' "AAA" Volleyball, Ottawa, 1987 12 04-05 (Friday to Saturday)

(v) G.H.A.C. Reps., Nordic Skiing, Port Hope area, 1988 02 22-23 (Monday to Tuesday)

(vi) G.H.A.C. Reps., Alpine Skiing, Ottawa, 1988 02 25-26 (Thursday to Friday)

(vii) G.H.A.C. Reps., Girls' "AAA" Volleyball, London, 1988 03 10-11 (Thursday to Friday)

(viii) G.H.A.C. Reps., Curling, Sudbury, 1988 03 23-25 (Wednesday to Friday)

(ix) G.H.A.C. Reps., Girls' Gymnastics, Chatham, 1988 04 22-23 (Friday to Saturday)

(x) G.H.A.C. Reps., Badminton, West Hill —Toronto, 1988 05 06-07 (Friday to Saturday)

(xi) G.H.A.C. Reps., Boys' Soccer, Sudbury, 1988 06 02-04 (Thursday to Saturday)

(xii) G.H.A.C. Reps., Girls' Soccer, New Market, 1988 06 02-04 (Thursday to Saturday)

(xiii) G.H.A.C. Reps., Swimming, Etobicoke, 1988 03 04-05 (Friday to Saturday)

(xiv) G.H.A.C. Reps., Boys' "AAA" Basketball, Toronto, 1988 03 10-12 (Thursday to Saturday)

(xv) G.H.A.C. Reps., Boys' Curling, Port Colbourne area, 1988 03 24-26 (Thursday to Saturday)

(q) That Richard Hart be transferred from the Elementary Panel to the Secondary Panel and that his timetable be increased from .6 to 1.00, effective 1987 09 01.

(r) That Merike Rutten be transferred from the Elementary Panel to the Secondary Panel for Semester 1 only, effective 1987 09 01.

(s) That Paul Barber be transferred from the Secondary Panel to the Elementary Panel (Reciprocal Transfer), effective, 1987 09 01.

(t) That the request of the Ministry of Education for the secondment of Janice Galivan in order to serve as Education Officer, for the period 1987 09 01 to 1988 08 31, be approved.

(u) That the following Principals be confirmed in their positions, effective 1987 09 01:

Larry Evans—Elementary
M. Bruce Mair—Elementary
Wanda McLaren—T. R. School
Douglas Trimble—Elementary

(v) That the following staff members be confirmed in the positions stated, effective 1987 09 01:

Frank Andrews, Head of Department (Technical)
Ralf Gmell, Head of Department (Science)
Donald McGeorge, Assistant Head of Department (Technical)
Bryan Mooney, Assistant Head of Department (Business)
Douglas Robb, Head of Department (History)
Marvan Robertson, Program Leader—Secondary Alternative Education
Gordon Sloan, Head of Department (Business)
Raymond St. John, Head of Department (Languages)

(w) That the request of Beverley Auty for Release from Contract, effective 1987 09 01, be granted.

(x) That the timetable of Leland, Currie, Science Consultant, be increased from .5 to 1.00, effective 1987 06 30 to 1988 06 30.

(y) That the timetable of Constance McKnight be increased from .5 to 1.00, effective 1987 09 01.

(z) That the action of the Associate Director in permitting Sandra Dowhan to take Physical Education Part 1, be approved and that she be reimbursed for the registration fee of \$266.00, upon submitted proof of successful completion of this course.

2. That the following requests regarding the Four Over Five Plan be approved:

(a) That approval be granted for the request of Jamie Quinn for a Leave of Absence under the Salary Holdback Plan ("4 over 5") of the Secondary Collective Agreement, during the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 08 31.

(b) That approval be granted for the request of Peppy Tew for a Leave of Absence under the Salary Holdback Plan ("4 over 5") of

the Elementary Collective Agreement, during the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 09 01

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

NINTH REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Desmarais, Detwiler, McMurrich, Mulholland, Cunningham, and Van Horne.

Also Present: Trustees Barker, Baskin, Deans, Hicks, Kennedy and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director), J. Penner (Business Administrator/Treasurer), P. Shewfelt (Manager, Accounting and Budget), J. Singer (Deputy Administrator - Buildings), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations), G. Rutledge (Budget Supervisor), D. Kelterborn (Administrative Officer - Business Services), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1.(a) That, as a result of curriculum renewal emanating from OS:IS, the following three year budget provision for textbooks be approved in principle:

1988—\$2,213,307

1989—\$2,367,207

1990—\$2,200,457 (excluding possible costs of Grade 13
OAC Texts)

(b) That the proposed three year budget provision for textbooks be subject to budget review on an annual basis.

2. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Mary J. Williams, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 10 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Stella Jursza, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 01 29, and that the Board's retirement gratuity be paid.

(c) That the resignation of Nellie Miller, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 10 01.

(d) That Marylisa Thomson be appointed to the position of Job Analyst, Personnel Department, on a project basis and for a two year term, effective 1987 09 01 to 1989 08 31, at a starting salary of \$27,000 per annum.

(e) That Ingrid Scott be appointed to the position of Librarian — Dr. Harry Paikin Library, for a one year term effective 1987 08 26 until 1988 08 31, (Administrative Category 9 — \$38,919 per annum maximum).

(f) That Gail Christmas, Clerical Staff, be appointed to the position of Assessment Clerk — Assessment (Category D — maximum \$425.00 per week), effective 1987 10 01, with salary according to the salary schedule.

(g) That the following persons be appointed to the Probationary Cleaning Staff, effective 1987 08 04, with salary according to the Collective Agreement:

Kristy Irvine
Jean Flood
Alice Read

(h) That the following persons be appointed to the Probationary Clerical Staff, effective as shown, with salary according to the salary schedule:

Karen Redding, effective 1987 08 31 (.7) (Category B2, maximum \$355 per week)

Kathryn Adrian, effective 1987 07 20 (Category A-B, maximum \$340 per week)

Debbie Bell, effective 1987 07 06 (Category A-B, maximum \$340 per week).

Kerry Emery, effective 1987 08 31 (Category A-B, maximum \$340 per week).

Carolyn Wilson, effective 1987 08 31 (Category A-B, maximum \$340 per week).

Diane Knight, effective 1987 09 14 (Category B2, maximum \$355 per week).

(i) That Diane Rankine be promoted to the position of Financial Analyst (Administrative Category 17 — \$32,341 per annum maximum), effective 1987 09 14, with salary according to the salary schedule.

(j) That Tammy Henderson, Clerical Staff, be promoted to the position of Accounts Payable Clerk - Accounting (Category C - maximum \$385.00 per week), effective 1987 08 31, with salary according to the salary schedule.

(k) That the Maternal Leave of Absence for Laura Labate, approved at the June meeting of the Board, be changed to commence 1987 08 17.

(l) That Gael MacPherson, Psychological Consultant, be granted a Personal Leave of Absence, effective 1987 09 28 until 1988 09 01.

(m) That Barbara Mattina, Clerical Staff, be granted a Personal Leave of Absence, effective 1987 09 21 until 1988 03 18.

(n) We regret to announce the death of Elizabeth K. Riches, Cleaning Staff, on 1987 07 09.

3. That a 4.9 per cent increase to the Board's travel allowance schedule be approved, effective 1987 09 01.

	Proposed September, 1987
Supervisory Foreman	\$1,550
Maintenance Foreman	1,550
Supervisor of Maintenance	1,550
Supervisor of Plant Operations	1,349
Supervisor of Adjustment Services	1,235
Staff Assistants — Adjustment Services	1,235
Social Worker — Alternative Education	1,235
Adjustment Counsellor	1,235
Supervisor, Special Education	1,235
Consultant — Special Education	1,235
Supervisor of Psychological Services	1,235
Consultant — Psychological Services	1,235
Director of Education and Secretary	1,156
Co-Ordinator — Co-op Education	1,062
Area Superintendents & Associate Superintendent	1,062

Staff Assistant — Technical	1,062
Subject Supervisors	1,062
Supervisor—Primary Education	1,062
Supervisor of Media Services	1,062
Supervisor of Continuing Education	1,062
Business Administrator/Treasurer	1,062
Superintendents	1,062
Associate Director of Education	1,062
Staff Assistant, Junior Division	947
Staff Assistants, Buildings	947
Supervisor of Guidance	947
Programme Leader/Staff Development	947
Co-Ordinator of Community and Volunteer Services	947
Consultants	947
Primary Consultants	947
Itinerant Teachers — Speech, Homebound, Reading Assistants	947
Communication Resource Teacher	947
Teacher — Limited Vision	947
Gifted Learning Resource Teachers	947
Speech/Language Pathologist	947
Outdoor Education Resource Teacher	947
Sports Convenor	947
Administrative Assistants to the Director and Superintendents	832
Safety Supervisor	832
Superintendent of Maintenance & Engineering	832
Deputy Administrator, Buildings	832
Information Officer	832
Deputy Business Administrator	832
Community Facilities Liaison Teacher (Half-Time)	745
Technical Assistant — Audio Visual	718
Counsellors — Vocational	689
Work Experience Programme	689
Administrative Assistants, 2 schools	633
Audio Visual Technician	633
Intermediate Auditor	633
Internal Auditor	633
Administrative Officer, Business Services	574
Manager, Accounting and Budget	574
French Teachers, 2 or 3 moves per day	517
Systems Supervisor	488
Manager of Computer and Technical Services	488
Manager, Personnel and Employee Relations	488
Accounting Supervisor	488

Research Supervisor	488
Budget Supervisor	488
Social Worker, Compensatory Education	460
Consultants — Part-time	460
Principals of Two Schools	460
Office Assistant, Computer Education	460
Educational Assistants — Speech Aids	460
French Teachers, 1 move per day	372
Principal's Assistants and Teachers in more than one school	372
English as a Second Language	372
School Secretaries, 2 schools	344
Bus Supervisors	344
Educational Assistants, 2 schools	344
Science Technician	344
Staff Members using cars on Board Business	34¢ per mile

4. That the credit program which provided a credit to the Hamilton Department of Culture and Recreation for the use of certain elementary schools with two caretakers on duty to 23:00 hours be established as an ongoing policy based on the criteria presently used.

5. That the bid of \$421,000.00 from Miraletto Holdings Limited for the purchase of Bartonville School be accepted.

6. That Inverness School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Inverness School in this attendance area within ten years of the date of disposal.

7. That clause 3 of the report of the Education Management Committee be approved.

ELEMENTARY/SECONDARY

1. That the recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Linda D. Prescod, Secondary School Clerical and Secretarial Staff, be accepted effective 1987 08 14.

(b) That Patricia Hoffmann be appointed to the Probationary Secondary School Clerical and Secretarial Staff, Level 1, effective 1987 08 24, with salary according to the Collective Agreement.

(c) That Fiona Cirella, Clerical Staff, be promoted to the position of Secretary — G. R. Allan Elementary School (Category C2 — maximum \$400.00 per week), effective 1987 09 02, with salary according to the salary schedule.

(d) That Karen Humphreys, Elementary School Clerical and Secretarial Staff, be promoted to the position of Secretary — Earl Kitchener Elementary School (Category C2 — maximum \$400.00 per week), effective 1987 09 01, with salary according to the salary schedule.

(e) That Mary-Ellen Riddell, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, to commence 1987 09 07, in accordance with the Employment Standards Act, to be followed by a Personal Leave of Absence, effective 1988 01 04 until 1988 07 01.

(f) That Lynda Cook, Secondary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1987 09 14 until 1988 04 01.

2. That clause 1(l) and (z) of the report of the Education Management Committee be approved, and in connection with clause 1(l) that the Board's retirement gratuity be paid to Charles F. Brown and Tadeusz J. Kiedron.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 09 03.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Vine, Webb, Clarke and Van Horne.

Also Present: Trustees Bell, Desmarais, Detwiler, Lowe, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Associate Director of Education be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1987 09 14:

Richard D. Mason

Jeff Pilszak (3/6) - Full-Time — Semester One)

Respectfully submitted,

Miss MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 09 10.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Van Horne.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator/Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mrs. S. Rogers (Administrative Secretary) and Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1.(a) That Administrative Staff, Categories 25 to 1 inclusive, be granted a 4.9% across-the-board salary increase effective 1987 09 01, to produce the following salary schedule:

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
25	Developmental Specialist	\$19,204	\$19,871	\$20,538	\$21,205	\$21,872
24	Equipment Repair Technician II	24,336	25,136	25,936	26,736	27,536
	Employee Records Co-Ordinator					
	Stage Technician					
	Science Technician (pro-rated — 10 month)					
21	Administrative Assistants (Media Services)	27,051	27,851	28,651	29,451	30,251
	Inspector/Draftsman					
	Library Assistant (BLS)					
	Accounting Analyst					
	Senior Computer Operator					
	Audio Visual Technician					
	Procedures and Forms Co-ordinator					
	Auditor Trainee					
	Equipment Repair Technician					
	Supervisor, Secretarial Services					
	Lunchroom Co-Ordinator (pro-rated 10 month)					
19	Secretary to the Director	28,870	29,670	30,470	31,270	32,070
	Buildings Analyst					

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
17	Financial Analyst	\$30,726	\$31,526	\$32,326	\$33,126	\$33,926
	Intermediate Auditor					
	Administrative Assistant—Secondary Schools					
15	Sports Convenor					
	Technical Assistant - Audio Visual	31,029	31,829	32,629	33,429	34,229
	Buyer					
	Programmer					
14	Supervisor - Administrative Services					
	Administrative Secretary	31,825	32,625	33,425	34,225	35,025
	Maintenance Foreman					
	Grounds Foreman					
	Education Centre Foreman					
	Secondary School Foreman					
12	Senior Programmer	33,153	33,953	34,753	35,553	36,353
	Equipment Repair Supervisor					
11	Personnel Assistant	34,128	35,028	35,928	36,828	37,728
	Personnel Analyst					
	Budget Analyst					
	Supervisory Foreman					
	Supervisor of Maintenance					
	Co-Ordinator of Occupational Health and Safety					

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
10	Supervisor of Transportation Supervisor of Accounts Payable & Assessment	\$35,709	\$36,609	\$37,509	\$38,409	\$39,309
9	Programmer Analyst Information Officer Librarian (Education Centre) Senior Accounting Analyst	37,226	38,126	39,026	39,926	40,826
7	Payroll Supervisor Internal Auditor Programming Supervisor (Computer Services Supervisor of Systems	39,689	40,589	41,489	42,389	43,289
6	Staff Assistant, Engineering	42,153	43,053	43,953	44,853	45,753
5	Administrative Officer, Business Services Purchasing Agent Accounting Supervisor	44,500	45,750	47,000	48,250	49,500
4	Superintendent of Plant Operations Budget Supervisor Superintendent of Maintenance & Engineering	48,524	49,774	51,024	52,274	53,524
3	Manager of Computer and Technical Services	50,711	51,961	53,211	54,461	55,711
2	Manager, Accounting and Budget	52,846	54,096	55,346	56,596	57,846
1	Manager, Personnel and Employee Relations Deputy Administrator, Buildings	64,103	65,353	66,603	67,853	69,103

(b) That the position of Information Officer be reclassified effective 1987 09 01 from Administrative Category 10 to Administrative Category 9.

(c) Effective September 1, 1987, the Board shall contribute 100% of the premium cost of the Dental Plan (with benefits equivalent to Blue Cross No. 9). A claimant shall be reimbursed 65% of the cost of the insured services (not to exceed 65% of the 1987 O.D.A. rate schedule).

(d) That under the Optional Group Life Insurance Plan an employee may elect insurance equal to the difference between the employee's Basic Group Life Insurance and two times the annual rate of salary (rounded to the next higher \$1,000) up to a combined maximum (Basic and Optional) of \$150,000. The employee shall pay the full premium cost for the amount of Optional Life Insurance through payroll deduction.

(e) That under the present Group Life Insurance Plan (G.422) employees shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$10,000 - spouse; \$5,000 - each dependent child.

(f) That effective September 1, 1987, the Extended Health Plan be amended to provide:

Vision Care — up to \$100 every two years.

Hearing Aids — up to \$500 every five years.

(g) Effective September 1, 1987, a member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans under the following conditions:

- (i) The member must elect to retain coverage within 31 days of retirement date; otherwise coverage shall be cancelled.
- (ii) If the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65 if a member so elects.
- (iv) The member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage.

(h) That Senior Officials be granted a 4.9% across-the-board salary increase effective 1987 09 01, to produce the following salary schedules:

- (i) That the Associate Superintendent of Curriculum and Special Services and Area Superintendents receive a 4.9% across-the-board salary increase effective 1987 09 01, to produce a minimum salary of \$71,687 and a maximum salary of \$74,252.
- (ii) That the Superintendent of Curriculum and Special Services and the Business Administrator/Treasurer receive a 4.9% across-the-board salary increase effective 1987 09 01, to produce a minimum salary of \$75,092 and a maximum salary of \$81,112.
- (iii) That effective September 1, 1987 the Associate Director be paid in accordance with the following salary schedule — minimum salary \$; maximum salary \$
- (iv) That the Director of Education and Secretary receive a 4.9% across-the-board salary increase effective 1987 09 01, to produce a maximum salary of \$89,485.

2. That the salary for the position of Affirmative Action Co-Ordinator be \$32,400 per annum for the period 1987 09 01 until 1988 08 31.

3. That the Community School Leaders (Continuing Education) and the Research Assistant - Statistics be paid in accordance with the following salary schedule effective 1987 09 01:

Years of Experience	Salary
0	\$24,000
1	25,000
2	26,000
3	27,000
4	28,000
5	29,000
6	30,000
7	31,000
8	32,000
9	33,000
10	34,000

4. That the salary schedule for the Supervisor of Psychological Services and the Supervisor of Research be increased by 4.9% across-the-board effective 1987 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$58,784
1	60,237
2	63,084

5. That the salary schedule for Psychological Consultants (Non-Teaching) be increased by 4.9% across-the-board effective 1987 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$27,336
1	28,881
2	30,425
3	31,970
4	33,517
5	35,062
6	36,607
7	38,151
8	39,697
9	41,241
10	42,787
11	44,332

6. That the salary schedule for School Social Workers (BSW Level) be increased by 4.9% across-the-board effective 1987 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$22,966
1	24,059
2	25,153
3	26,246
4	27,340
5	28,433
6	29,527
7	30,620
8	31,714

7. That the salary schedule for Social Workers (MSW Level) be increased by 4.9% across-the-board effective 1987 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$27,336
1	28,584
2	29,831
3	31,080
4	32,327
5	33,576
6	34,823
7	36,072
8	37,319
9	38,568
10	39,815
11	41,241

8. That the salary schedule for Speech/Language Pathologists (MA Level) be increased by 4.9% across-the-board effective 1987 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$32,447
1	33,496
2	34,545
3	35,594
4	36,643
5	37,692
6	38,741
7	39,790
8	40,839
9	41,782

A Speech/Language Pathologist at the BA Level shall be paid \$3,000 less at each step on the salary grid.

9. That the Board grant a 4.9% salary increase to Summer Skill School teachers effective for the 1987 Summer Skill Programme to produce the following rates of pay:

Non-certificated teachers (previously \$732.51)	\$768.40
Certificated teachers (or experienced non-certificated teachers) (previously \$854.23)	896.09
Co-Ordinator (previously \$427.35)	448.29

10. That the Board grant a 4.9% salary increase to non-certificated night school teachers effective 1987 09 01, to produce the following rates of pay:

Experienced teachers (previously \$17.82 per hour)	\$ 18.69 per hour of instruction
Non-Experienced teachers (previously \$16.55 per hour)	17.36 per hour of instruction

11. That the Board grant a 4.9% salary increase to teachers in Adult Day School, Heritage Language, E.A.S.L., and L.O.N.A.R. effective 1987 09 01, to produce the following rates of pay:

Certificated Teachers (previously \$20.36 per hour)	\$ 21.36 per hour of instruction
Non-Certificated Teachers (previously \$17.82 per hour)	18.69 per hour of instruction
Non-Experienced Teachers (previously \$16.55 per hour)	17.36 per hour of instruction

12. That the Board grant a 4.9% salary increase to Itinerant Teachers and Violin Teachers effective 1987 09 01, to produce the following rates of pay:

Itinerant Teachers and Violin Teachers (previously \$20.36 per hour)	\$ 21.36 per hour of instruction
---	-------------------------------------

13. That effective 1987 09 01, the responsibility allowance paid to the teacher in charge of administration of the Violin Programme be increased by 4.9% to produce \$2.19 per hour.

14. That the Board grant a 4.9% salary increase to evening school secretarial staff effective 1987 09 01, to produce the following rates of pay:

Experienced (previously \$8.36 per hour)	\$ 8.77 per hour
Inexperienced (previously \$7.22 per hour)	7.57 per hour

15. That the following wage increases be granted to Lunchroom Supervisors effective 1987 09 01:

	Increase/Hour	New Hourly Rate
Supply Lunchroom Supervisors	40¢	\$7.48
Secondary & Vocational Cafeteria Supervisors	40¢	7.48 Minimum
	40¢	7.88 Maximum (after one year on probationary staff)
Elementary Lunchroom Supervisors	40¢	7.62 Minimum
	40¢	8.02 Maximum (after one year on probationary staff)

16. a) That the Board approve the purchase of a formal job evaluation plan and associated services through public tender.

b) That the Board approve the proposed plan to evaluate non-teaching positions.

17. That the Board enter into an agreement with the Branch Affiliate to provide for voluntary recognition of O.S.T.F., District 8 to act as the official bargaining agent for all supply teachers employed in secondary schools.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 09 02.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 15.

Present: Ruth Van Horne (Chairman); Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director) and Mrs. Rogers (Administrative Secretary).

Moved by Miss Cunningham, seconded by Mrs. Clarke: That the General Part of the report of the special meeting of the Education Management Committee be adopted. Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the General Part of the report of the Salary Committee be adopted.

Trustee Detwiler remarked the secondary teachers voted 70% in favor of the agreement, and it is similar to the elementary teachers' settlement.

Due to possible conflict of interest, Trustee Clarke did not discuss nor vote on the issue.

The motion was adopted.

Moved by Mr. McMurrich, seconded by Mr. Webb: That the Rules and Regulations pertaining to the Education Management Committee, the Business Management Committee, the Personnel Committee and any other regulations as applying, be suspended until such time as the Rules and Regulations applying to the new organization are approved by the Board. Carried.

Moved by Miss Detwiler, seconded by Mr. McMurrich: That the following standing committees be established, on

an interim basis, and that these committees shall each have seven members, including the Chairman of the Board and a member from the French Language Education Council: Development Committee, Operations Management Committee and the Personnel and Organization Committee. Carried.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That the regular meeting dates of the Board and the standing committees be established as follows:

Development Committee — First Thursday of the month

Operations Management Committee — Tuesday before the second Thursday of the month

Personnel and Organization Committee — Second Thursday of the month

Board — Third Thursday of the month.

The motion was carried.

Moved by Mr. Hicks, seconded by Mr. Webb: That the October meeting of the Development Committee be held on Wednesday, 1987 10 07. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Vine: That the membership of the following committees be approved for the year ending 1988 11 30:

DEVELOPMENT COMMITTEE: M. Baskin, M. Cunningham, P. Kennedy, L. Vine, (vacant position — to be elected), M. Barker (member from French Language Education Council) and R. Van Horne (Chairman of the Board).

OPERATIONS MANAGEMENT COMMITTEE: J. Deans, H. Detwiler, M. Lowe, R. McMurrich, J. Rogers, J. Desmarais (member from French Language Education Council) and R. Van Horne (Chairman of the Board).

PERSONNEL AND ORGANIZATION COMMITTEE: S. Bell, M. C. Clarke, W. Hicks, R. Mulholland, R. Webb, H. Paquin (member from French Language Education Council) and R. Van Horne (Chairman of the Board).

The motion was carried.

Moved by Mr. Webb, seconded by Mr. Hicks: That Margaret Cunningham be Chairman of the Development Committee for the year ending 1988 11 30. Carried.

Moved by Mrs. Clarke, seconded by Mr. Desmarais: That Robert McMurrich be Chairman of the Operations Management Committee for the year ending 1988 11 30. Carried.

Moved by Mr. Desmarais, seconded by Miss Detwiler: That Mary Caye Clarke be Chairman of the Personnel and Organization Committee for the year ending 1988 11 30. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the special meeting of the Education Management Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Deans, Kennedy, Hicks, Paquin, Vine, Webb, Clarke and Van Horne.

Also Present: Trustees Bell, Desmarais, Detwiler, Lowe, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director), Mrs. S Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved:

(a) That Dr. John Harris be appointed to the Temporary Staff as Psychological Behavioural Consultant, effective 1987 09 14 to 1988 02 12, with salary according to the salary schedule.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Associate Director of Education be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Andrea Mozarowski, 1987 09 16 ($\frac{3}{6}$ — full time Sem. 1 only)

Richard Pickett, 1987 09 21 ($\frac{2}{6}$ - $\frac{4}{6}$ Sem. 1 only)

David Waud, 1987 09 21 ($\frac{3}{6}$ — full time Sem. 1 only)

(b) That the effective dates of Malcolm Buchanan's Leave of Absence approved at the September meeting, be changed to 1987 09 16 to 1988 01 31.

Respectfully submitted,

Board Room,
1987 09 15.

Miss MARGARET CUNNINGHAM.
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Paquin, Webb and Van Horne.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Sinclair (Manager, Personnel and Employee Relations), Stockwell (Area Superintendent), and Miss Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1987-1988 Collective Agreement reached between the Board and O.S.S.T.F., District 8.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1987 06 26

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE BRANCH AFFILIATE
REPRESENTING STATUTORY MEMBERS OF
THE ONTARIO SECONDARY SCHOOL TEACHERS'
FEDERATION, DISTRICT 8
IN THE EMPLOY OF THE BOARD**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The term of the Collective Agreement shall be from September 1, 1987 to August 31, 1988.

4. The parties agree to amend the terms of the 1986-87 Collective Agreement in accordance with the terms of Schedule "A".

Dated at Hamilton this 26th, day of June, 1987.

5.07 (i) Amend to Read:

If a vacancy in a position listed in Article 5.04 occurs it shall be posted in each school and the Education Centre at least 10 school days prior to the stated deadline for application. If the Board establishes a promotional list of qualified applicants as a result of filling an initial vacancy, the Board may use the promotional list to fill subsequent vacancies occurring during the remainder of the school year without posting subsequent vacancies except for the position of Principal and Vice-Principal which shall be for 24 months.

5.08 Amend to Read:

If the Board creates a new position to be filled by a member of O.S.S.T.F., either by reclassification or the use of terminology or nomenclature not presently in

the Agreement, the Board and the Branch Affiliate shall meet forthwith to negotiate the salary, allowance and other terms of employment.

5.09

Amend to Read:

Subject to the terms of the Letter of Intent on Appointments, the provisions of this Article shall apply to all new appointments to positions of responsibility made by the Board on and after the ratification date of this Agreement, and to those teachers currently on Acting or limited term appointments.

Article 6—Staffing, Surplus and Redundancy

6.05 (j) Amend to Read:

A teacher transferred to another panel shall, upon request and if qualified or deemed qualified, be given for the period of 24 months following the effective date of transfer first consideration for reassignment in the secondary panel before hiring from outside the Hamilton system to fill a vacancy. On reassignment to the secondary panel he shall retain his seniority accrued in accordance with Article 6.01(d). If the teacher refuses an offer of reassignment to the secondary panel, the Board shall have no further obligation under this Article.

6.10 (g) Amend to Read:

- (i) A teacher recalled to a teaching position in the regular day school programme within six months of the effective date of termination of contract shall have his seniority calculated as if he had no break in service.
- (ii) A teacher recalled as in (i) but after six months from the effective date of termination of contract shall retain seniority previously accrued to that date and shall have additional seniority calculated effective the date of reappointment.
- (iii) Sick leave credits accrued by a teacher recalled as provided for in this clause (g) shall, notwithstanding any intervening employment, be reinstated.

6.15 A. Voluntary Part-Time Teaching

- (h) Add as last sentence to present language:
Such request shall be considered before probationary teachers are assigned for the ensuing school year providing the teacher is qualified or deemed qualified for the assignment.

**6.15 C. Leave of Absence With Salary Holdback —
“Four Over Five Plan”**

Up-date year references and renumber 6.15 B as 6.15 C.

6.15 C.3 (h) New

It is recognized that this plan may be subject to regulations and income tax rulings issued by the Department of National Revenue. Representatives of the Board and the Branch Affiliate shall meet, at the request of either party, to determine the effect of such regulations or rulings. In the event that the parties disagree as to the interpretation or application of a regulation or ruling, they shall make a joint submission to the Department of National Revenue whose ruling shall be final.

Renumber existing (h) as (i), existing (i) as (j).

6.15 B. POSITION SHARING (Effective September 1, 1987)

- (i) “Position Sharing” shall be defined as in accordance with Regulation 423 under the Teachers’ Superannuation Act, 1983.
- (ii) A position sharing assignment shall be for a one year period, but may be extended for a further period upon request subject to approval by the Superintendent.
- (iii) A “participating teacher” shall be defined as a teacher employed by the Board on a full-time assignment immediately prior to entering a position-sharing scheme.
- (iv) A participating teacher in the position-sharing arrangement will have a teaching assignment of not less than forty (40) per cent of a school year.
- (v) A participating teacher shall be deemed to be on an unpaid leave of absence for the non-assigned portion of the school year.
- (vi) (a) Written applications by full-time teachers requesting position sharing must be submitted to the Superin-

tendent's Office no later than March 1 for the following school year.

- (b) Applications by full-time teachers for position sharing may be granted by the Superintendent of Operations provided the program requirements are met. Written acceptance or refusal of the application shall be forwarded to the teacher by June 15 in the same school year the request is made.
- (vii) Regulation 423 under the Teachers' Superannuation Act, which expires on August 31, 1989, permits teachers to contribute to the Teachers' Superannuation Fund as if they were teaching full-time during the period of position-sharing to a maximum credit to the Fund of 1.8 years.

A full-time teacher may participate in the position-sharing scheme for a maximum additional credit as determined by the Teachers' Superannuation Act, 1983.
- (viii) The position-sharing arrangement may be only on a term or semester basis.
- (ix) Grid salary, allowances, sick leave credits and the Board's contribution to employee benefits shall be prorated in accordance with the ratio of the part-time timetable to the full timetable. If the teacher elects to continue benefit coverages the teacher shall pay the remainder of the premium during the period of the position sharing.
- (x) Teachers in a position sharing scheme shall accumulate seniority in accordance with Article 6.01 (B) of the Collective Agreement.
- (xi) A teacher in a position sharing scheme must relinquish his/her position of responsibility during the position sharing period unless otherwise agreed to by the teacher and the Superintendent. If the position sharing arrangement is for a period of one year, the Teacher will be entitled to return to his or her former position of responsibility or the equivalent.
- (xii) Teachers in the position sharing scheme shall attend school and staff meetings and professional activity days on the same basis as full-time teachers in accordance with the expectations of the Principal and Superintendent.
- (xiii) Following the completion of the position-sharing scheme, the teacher shall be entitled to return to a full-

time position in accordance with the terms of Article 6 of the Collective Agreement.

- (xiv) The Board shall provide written confirmation of the names of participating teachers to the Teachers' Superannuation Commission in the form provided by the Commission and in accordance with the Teachers' Superannuation Act, 1983 and its regulations.

- (xv) A teacher who entered into the position-sharing scheme prior to September 1, 1987 shall continue to be covered by the terms of the arrangement made between that teacher and the Superintendent.

ARTICLE 7—PROGRAMME CONSOLIDATION AND SCHOOL CLOSURE

- 7.07 (a) Delete reference to Deans:

Major Heads who cannot be placed according to Article 7.03 and Vice-Principals displaced under these procedures shall be transferred to replace the most junior Major Heads. If there are no Major Heads with less seniority than the displaced Major Heads or Vice-Principals, these Major Heads or Vice-Principals shall be posted to replace the most junior Assistant Heads. If there are no Assistant Heads in the same subject discipline, such teachers shall be posted to teaching positions in accordance with Article 6.01.

ARTICLE 8—CATEGORY DEFINITIONS

- 8.01 Amend to Read:

A teacher shall have his/her qualifications for category placement determined under the current O.S.S.T.F. Certification Chart and shall be paid accordingly. The Board may withhold acceptance of any amendments or revisions made during the lifetime of this Agreement by informing the Branch Affiliate in writing of its decision.

- 8.02 Delete present Article 8.02

- 8.03 Delete present Article 8.03

- 8.04 Renumber present Article 8.04 as 8.02

- 8.05 Delete present Article 8.05

- 8.06 Renumber present Article 8.06 as 8.03

ARTICLE 9—SECONDARY SCHOOL SALARY GRID

9.01 Effective September 1, 1987 until August 31, 1988:

Year	Category 1	Category 2	Category 3	Category 4
0	\$23,749	\$25,047	\$26,989	\$28,500
1	25,047	26,451	28,608	30,226
2	26,339	27,853	30,226	31,955
3	27,634	29,255	31,846	33,680
4	28,927	30,658	33,465	35,410
5	30,226	32,061	35,087	37,136
6	31,523	33,465	36,707	38,863
7	32,818	34,870	38,324	40,588
8	34,116	36,271	39,943	42,315
9	35,410	37,675	41,561	44,046
10	36,707	39,080	43,182	45,773
11	39,727	42,103	47,503	50,741

9.02 Delete present Article 9.02 and renumber subsequent articles.

ARTICLE 11—PRINCIPALS, VICE-PRINCIPALS AND SUPERVISORS

11.01 Effective September 1, 1987 until August 31, 1988:
Principals of Composite Secondary Schools and Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$62,601
1	65,001
2 or more	67,398

Effective September 1, 1987 the existing Principals of Secondary Schools (Vocational) shall be placed at Year 1 on the above Salary Grid.

11.02 Delete present Article 11.02 and renumber subsequent articles.

11.02 Effective September 1, 1987 until August 31, 1988:
Vice-Principals of Composite Secondary Schools shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$57,289
1	58,655
2 or more	60,022

- 11.03 Effective September 1, 1987 until August 31, 1988:
Supervisors shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$58,784
1	60,237
2 or more	63,084

Supervisors shall be entitled to 5 weeks annual vacation normally to be taken during July and August but alternate scheduling shall be possible by mutual agreement between the Superintendent and the member. After 27 years of service the entitlement shall be 6 weeks annual vacation.

ARTICLE 12—RESPONSIBILITY ALLOWANCES —SECONDARY SCHOOLS

12.01 Composite Secondary Schools

Allowances beyond the regular grid salary shall be paid to teachers in the following areas:

- (i) Major Head—\$3,432 effective September 1, 1987.

English, Business Education, Technical Education, Guidance, Mathematics, Science, Languages, History, Geography, Physical and Health Education (Boys'), Physical and Health Education (Girls').

- (ii) Minor Head—\$2,040 effective September 1, 1987.

A Minor Headship will be established in Family Studies, Music, Art and E.A.S.L. credit granting program at Sir John A. Macdonald.

- (iii) Effective January 1, 1988, Minor Headship in clause (ii) shall be classified as Major Headships.

- (f) The procedures in sub-sections (c), (d) and (e) shall apply only to displacements at the level of Assistant Head occurring on and after the ratification date of this Agreement.

- (g) Notwithstanding the above, for those Assistant Heads displaced effective September 1, 1984 the right of recall shall apply as defined in Article 12.01 (ii) (d).

- (iv) Assistant to the Head — \$1,716 effective September 1, 1987.

Assistant to the Head

- (a) Assistant Headships shall be established in a department in a school where the number of equivalent full-time teacher timetables is 4 or more, or where 7 or more teachers are assigned courses in the department.
- (b) In addition to Article 12.01 (iv) (a) the Director or Superintendent may establish one or more Assistant Headships in a department.
- (c) An Assistant Head whose position of responsibility is eliminated under the foregoing criteria shall be posted to an available Assistant Headship position, or, if no vacancy, as a replacement for the Assistant Head with the least seniority according to Article 7.04. An Assistant Head displaced by this procedure shall be posted to a teaching position in accordance with Article 6.01.
- (d) An Assistant Head displaced by this procedure shall be given first opportunity of returning to an Assistant Headship according to seniority as defined in Article 7.04. Upon return, prior service in an Acting capacity shall be counted in determining the date the appointment becomes confirmed under Article 5.04 of the Collective Agreement.
- (e) For an Assistant Head who holds a confirmed appointment and is displaced from the position under Article 12 (iv) (a) the responsibility allowance shall be red-circled and frozen for a period of one year, after which he shall be paid the rate of his then current assignment.
- (v) Outdoor Education Resource Teacher — \$1,062 effective September 1, 1987.
- (vi) Senior Teacher Technical Education—\$562 effective September 1, 1987.
- (vii) If a teacher in charge of Library is:
 - (a) Uncertificated, certificated with a partial timetable, or certificated operating a partial programme — \$842 effective September 1, 1987.
 - (b) Certificated, with a full timetable and operating a full programme as specified by the Superintendent — \$2,040 effective September 1, 1987.

- (viii) Teachers in German and Latin Departments, depending upon the size of the department and subject to the recommendation of the Director and Superintendent — \$704 effective September 1, 1987.
 - (ix) Alternative Programme Leader(s) — \$3,432 effective September 1, 1987.
 - (x) An allowance of \$600 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for the teacher appropriate time to perform the required duties.
- 12.02 (i) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,054 effective September 1, 1987.

Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternate scheduling shall be possible by mutual agreement between the Superintendent and the member. After 27 years of service the entitlement shall be 6 weeks annual vacation.

- (ii) Consultants shall be paid grid salary plus a responsibility allowance of \$3,432 effective September 1, 1987.
- (iii) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,432 effective September 1, 1987.
- (iv) Co-Ordinators (Co-op Education) shall be paid grid salary plus a responsibility allowance of \$1,716 effective September 1, 1987.

ARTICLE 13—SPECIAL ALLOWANCES — SECONDARY SCHOOLS (VOCATIONAL)

- 13.01 Allowances beyond the regular grid salary shall be paid as follows, subject to the provisions of Article 13.02:

	Effective Sept. 1/87
Teachers of Secondary Schools (Vocational) (excluding Principals)	\$ 714
Assistant to the Principal	\$3,432

- (ii) Effective September 1, 1987, an allowance of \$350 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties.

**ARTICLE 15—ALLOWANCES FOR RELATED TRADE
AND BUSINESS EXPERIENCE,
DEGREES, DIPLOMAS**

- 15.01 Subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$250 per year for each of related trade and business experience in excess of those years required to gain admission to a Faculty of Education, up to a maximum allowance of \$2,000. This allowance shall not exceed the maximum of the teacher's category.

ARTICLE 16—SUMMER AND EVENING SCHOOL

Effective September 1, 1987:

Teaching staff of Evening Schools shall be paid as follows:

- | | |
|---|---------|
| (i) Certificated Teachers (per hour of instruction) | \$21.36 |
| (ii) Supervisors of Evening Schools | \$3,272 |
| (iii) Assistant Supervisors of Evening Schools | \$2,938 |

- 16.04 The Principal of a Secondary School in which an Evening School is held shall receive \$401 per year effective September 1, 1987 as nominal head of the Evening School.

ARTICLE 17—EMPLOYEE BENEFITS

- 17.01 (i) Amend to Read:

The Board shall contribute one hundred percent (100%) of the premium cost as of September 1, 1987 of the following plans:

O.H.I.P.

Semi Private Hospital Care (Blue Cross or a mutually agreed upon carrier)

Extended Health (Vision Care up to \$100 every two years)

(Hearing Aids — \$500 every five years)

Basic Group Life Insurance (up to \$50,000 coverage)

- (iv) Amend to Read:

The U.I.C. rebate shall, as in the past, accrue to the credit of the Board and shall be used to offset the cost of providing the benefits described in Article 17.

Article 17.03 Optional Group Life Insurance**(ii) Amend to Read:**

Under the Optional Group Life Insurance Plan a teacher may elect insurance equal to the difference between the teacher's Basic Group Life Insurance and two times the annual rate of salary (rounded to next higher \$1,000) up to a combined maximum (Basic and Optional) of \$150,000. The teacher shall pay the full premium cost for the amount of Optional Life Insurance through payroll deduction. During the lifetime of this agreement, the premium rate for Optional Insurance shall be the same as for the Basic Insurance.

Article 17.01 Amend to Read:

Effective September 1, 1987 the Board shall contribute 100% of the premium cost for full-time teachers based on the 1987 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be prorated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 65% of the cost of the insured services (not to exceed 65% of the 1987 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan if otherwise covered for similar benefits by his or her spouse.

Article 17.08 New and renumber subsequent Articles

Effective September 1, 1987, Extended Health, Dental and Semi-Private Hospital Care Plans shall include unmarried, unemployed dependent children under 25 years of age in full-time attendance at a school, college or university.

Article 17.09 Renumber present Article 17.08 and Amend to Read:

Effective September 1, 1987 a member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans of Article 17 under the following conditions:

- (i) The member must elect to retain coverage within 31 days of retirement date; otherwise coverage shall be cancelled.

- (ii) If the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65 if a member so elects.
- (iv) The member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage under this Article 17.09.

ARTICLE 18—LEAVE OF ABSENCE

18.02 Amend to Read:

Before commencing a leave of absence, a teacher may continue his employee benefits during the period of leave by paying the full cost of the premium in advance; otherwise his employee benefit coverages will be cancelled for the duration of the leave.

Article 20.03 Parental Leave

Amend to Read:

- (i) A teacher granted Maternal or Adoption Leave shall be entitled, upon request, to an unpaid extension of the Leave for a period up to two years.
- (ii) The date of return of the teacher shall be agreed upon between the teacher and the Superintendent.
- (iii) A teacher returning to teaching from a Parental Leave shall be governed by the provisions of Article 18.01 (vi).

ARTICLE 24—WORKING CONDITIONS

General agreement to O.S.S.T.F. proposal for 1987-88 housekeeping rewrite, subject to formalizing wording as indicated below and also to reaching total agreement.

- (1) Insert reference(s) to Minor Heads with/without a full timetable in the subject in — 24.02 (i), 24.04 (i), 24.05, 24.12 — reference to 24.02 (iii).
- (2) Previous Article 24.05 (Basic Level Classes) requires separate article number with renumbering of other Articles following.
- (3) 24.07 Reference should be to Section 1 (21) of The Education Act.
- (4) 24.13 (ii) add "As of October 1".

Article 24.07 Retain wording of Article 24.07 but add at end:

However, effective September 1, 1988, the provision of this Article shall not apply to pupils identified as gifted who are integrated into a regular classroom provided that the teacher is not required to develop and provide these students with individualized pupil programs.

ARTICLE 30—FEE DEDUCTION

New Article — Renumber subsequent Articles.

- 30.01 In the event that its legal obligation under the Teaching Profession Act to collect membership fees should cease, the Board agrees to deduct, on the regular payday, the membership and monthly dues assigned by the Federation from all employees in the bargaining unit, and to remit them to the Provincial Treasurer of O.S.S.T.F. at the end of each month. In consideration of the Board's deducting the monthly contributions, the Branch Affiliate undertakes and agrees to indemnify and save harmless the Board from any and all claims, demands, actions, liability, loss, damages, costs and expenses which the Board may hereafter incur, suffer or be required to pay by means of having made said deduction or deductions.

Article 31—AMENDMENTS

31.02 (as a replacement for Appendix D)

In the event that the Federal and/or Ontario Government should pass legislation during the life of this Agreement which would have the effect of altering or modifying any part of the Agreement, the parties shall meet and, in good faith, make every effort to sign a memorandum of agreement covering all amendments the parties deem appropriate. The remaining provisions of the contract shall continue in effect for the duration of the Agreement.

ARTICLE 32—TERM OF THE AGREEMENT

- 32.01 (i) Term of the Agreement — September 1, 1987 until August 31, 1988.

APPENDIX "C"

The Board agrees to constitute a working committee to examine alternative staffing arrangements in the secondary schools which shall make recommendations to the Board and to District 8 O.S.S.T.F.

Definition of the Committee's Task

To develop a staffing model to be brought to the parties by February 1, 1988.

The Committee's consideration shall include the following matters:

- (i) alternative deployment and reallocation of staffing resources.
- (ii) the manner in which schools may be organized and staffed to meet the needs of students, and effective ways of programme delivery.
- (iii) alternative and innovative programmes consistent with student needs.
- (iv) review of timetabling, organization of classes, staffing concepts and departmental structures relative to delivery of educational services.
- (v) changing educational needs and services.
- (vi) designating a secondary school or schools to serve as a pilot project for alternative programme and staffing commencing with the 1988-89 school year.

Committee Structure

- (i) The Committee shall be appointed by the Director.
- (ii) The Committee shall be composed of not more than nine (9) permanent members
- (iii) The Committee may invite additional resource personnel to attend meetings from time to time, and will invite briefs from individuals and groups within the system.
- (iv) The Committee shall consist of:
 - The Superintendent of Curriculum
 - The Staffing Superintendent
 - A Composite School Principal
 - A Vocational School Principal
 - A Vice-Principal
 - A District 8 Representative (to be nominated by District 8)
 - A Board Representative
 - A Board Official
 - A ChairpersonNo member of either party's existing bargaining committee shall be appointed to the Committee.

Timelines

- (i) The Committee shall be established in September of 1987.
- (ii) The Committee shall submit its final report by February 1, 1988.
- (iii) All Committee reports and recommendations will be submitted to a joint meeting of representatives of the Board and the District.
- (iv) The Committee will meet at least twice a month.

General Terms of Reference

- (i) Both parties agree that the Committee study will be separate from formal collective negotiations and both parties will be free to pursue their interests without prejudice under the terms of The School Boards and Teachers Collective Negotiations Act (Bill 100).
- (ii) All recommendations made by the Committee will be subject to the approval of both the Board and District.
- (iii) Any recommendations shall be accompanied by an estimate of any costs related to resources, facilities and equipment.
- (iv) One of the Committee's guidelines shall be that both parties recognize, with full awareness of the financial implications, the importance of staffing the schools so as to provide the best possible delivery of programme.

APPENDIX "D"

1. The Board and Branch Affiliate agree that a form of component staffing formula will be implemented across the secondary panel no later than September 1, 1989.
2. The details of the staff models tabled by both parties shall be discussed by the Staff Study Committee.
3. A model shall be brought to both parties by February 1, 1988.
4. The model shall be subject to negotiation by the parties for implementation in September, 1989 with the provision that in any event there shall be a pilot project involving composite and vocational schools implemented in 1988-89.
5. Notwithstanding numbers 1-4, the following positions shall be effective for September 1, 1988:
 - (a) The Board will assign 5 additional teachers to provide a full-time guidance teacher in each vocational school, and the P.T.R. shall be lowered accordingly.
 - (b) A half-time teacher librarian shall be assigned in each vocational school (in place September 1, 1987).

- (c) Assistants to the Principal shall be 62.5 per cent S.I.T. designated for Administration and 12.5 per cent S.I.T. for teaching and other professional duties.
 - (d) Maximum Department Loadings — Science 156; Family Studies 138.
 - (e) Maximum Teacher Loadings — Science 177; Family Studies 156.
6. The parties agree that no additional staff shall be added for the 1988-89 school year other than those stated above plus any that may be required for the implementation of the pilot project.

LETTER OF INTENT

Three representatives of the Board and three representatives of the Branch Affiliate shall meet, during the lifetime of the Agreement, to propose updating and clarification of the present language of Appendix "A". The representatives shall report their findings to their respective parties by February 29, 1988.

Representatives from other Branch Affiliates may be requested to participate in the meetings.

LETTER OF INTENT RE: APPOINTMENTS TO POSITIONS OF RESPONSIBILITY AT THE EDUCATION CENTRE FOR 1987-88

- (i) The Board agrees to consult with the Branch Affiliate with respect to its plans for administrative reorganization at the Education Centre affecting members of the Branch Affiliate.
- (ii) Any member of the Branch Affiliate appointed or re-appointed to fill a vacancy in a position of responsibility at the Education Centre for 1987-88 shall be appointed for a term expiring August 31, 1988.
- (iii) The provisions of Article 5.08 of the Collective Agreement shall apply if as a result of administrative reorganization the Board creates a position not presently covered by the terms of the Collective Agreement.

Letter of Intent re Occasional Teachers under Article 1.02

The parties agree that when the secondary occasional teachers employed by the Board are certified or recognized as a separate bargaining unit under the Ontario Labour Relations Act, all references to the terms of employment of occasional teachers under this Agreement shall be null and void.

**LETTER OF INTENT—
CONTINUING EDUCATION TEACHERS**

Without prejudice to the rights of the parties as they may be affected by subsequent amendment to the Education Act, Bill 100, or any other enactment, the parties shall negotiate the terms and conditions of employment of certificated teachers employed by the Board teaching credit courses in Continuing Education programs as follows:

- (a) The Board and the Branch Affiliate shall meet no later than October 15, 1987 to negotiate the terms and conditions of employment of such teachers.
- (b) Items under negotiation shall include but not be limited to the language of Article 3.01 of the Collective Agreement re the definition of a teacher.
- (c) The Board will supply the Branch Affiliate with a list of all certificated teachers employed by the Board as of October 15, 1987 to teach credit courses in Continuing Education programs.
- (d) The negotiated terms and conditions of employment of such teachers shall be attached as an Appendix to the 1987-88 Collective Agreement.

MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 09 29.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin and Rogers.

Officials Present: Messrs. Penner (Business Administrator / Treasurer), Stockwell (Area Superintendent), Forrester (Area Superintendent), Jackson (Supervisor, Research Services), and Mrs. Rogers (Administrative Secretary).

The special meeting was called to order to consider the brief to be presented to the Tribunal, Mr. Wm. Charlton with respect to the accommodation issues in the Hamilton-Wentworth Region.

The Board's solicitor, Mr. John Evans, was in attendance. He gave an overview of the possible ramifications with regard to the Tribunal.

Moved by Mr. Mulholland, seconded by Mrs. Barker: That this special "in-camera" meeting of the Board be resolved into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Rogers be Chairman of the Committee-of-the-Whole. Carried.

Trustee Rogers then assumed the Chair.

Moved by Mr. Kennedy: That the Hamilton Board of Education challenge the Minister of Education's appointment of William Charlton as the one person Tribunal for the secondary accommodation in Hamilton-Wentworth.

Moved by Mr. Hicks: That the motion be tabled. Lost.

The motion was then adopted.

The members then reviewed the brief for presentation to the Tribunal.

Moved by Mrs. Van Horne: That, included in our brief, there be a strongly worded, convincing, section on sharing that would be provable and workable, and that would address the needs of both of the school systems. Carried.

Moved by Miss Cunningham: That the Committee-of-the-Whole now be dissolved and return to a special in-camera meeting of the Board. Carried.

Trustee Van Horne then resumed the Chair.

Moved by Canon Rogers, seconded by Mrs. Clarke: That the report of the Committee-of-the-Whole be adopted.

Trustee Hicks requested the two items in the report be considered separately. A recorded vote was also requested for the first item relating to the challenge.

Those in favour: Trustees Rogers, Deans, Lowe, Detwiler, Kennedy, Desmarais, Paquin and Van Horne; those opposed: Trustees Hicks, Clarke and Cunningham. Trustee Barker requested that she be recorded as abstaining from voting.

The motion was adopted.

The vote was then called on the motion relating to the sharing of accommodation and it was also adopted.

The meeting then adjourned.

Adopted as presented:

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 10 15.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Muholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

A presentation to the three individuals instrumental in the formation of the new logo was made by the Chairman of the Board. Mr. Mike Jaycock from Kelley Advertising, Mr. Murray Barnes, marketing teacher from Westdale Secondary School and Mr. Peter Kurelek, Information Assistant, were presented with plaques for their roles in the design and marketing of the logo. A choral number honouring the logo was then presented by six students from Eastmount Park School, under the leadership of Mrs. Joan Watson. The students who participated were: Adam Davis, Danielle Anderson, Mimi Wei, Paolo DiCienzo, Bee Lee and Kim Wilson.

Trustee Detwiler was very proud of the children who participated in the presentation.

The minutes of the last regular and special meetings were then adopted as presented to the members.

A communication from the Minister of Education regarding the funding of Continuing Education was read to the members. This was received and ordered filed.

Committee reports were presented as follows:

Operations Management Committee—Mr. McMurrich

Personnel and Organization Committee—Mrs. Clarke

Salary Committee—Miss Detwiler

French Language Education Council—Mr. Paquin

Moved by Mr. McMurrich, seconded by Miss Detwiler: That the General Part of the report of the Operations Management Committee, and the special report, be adopted.

When Trustee Deans expressed her interest at having clause 5(a) referred to the Development Committee, it was pointed out by the Director that the preamble refers to a liaison with the other two Ministries, and the Chairman added that the motion recommends an inter-ministerial project.

Trustee Baskin agreed the responsibility for persons over age 21 is not with the Board of Education. Trustee Bell remarked there should be pressure placed on these Ministries by other groups to meet the needs of students over 21 years of age.

The report was then adopted.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the General Part of the report of the Personnel and Organization Committee, and the special report, be adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the General Part of the report of the Salary Committee be adopted.

Trustee Detwiler briefly reviewed the report which contained the 1987-88 salary schedule for non-union clerical staff, re-classifications and the voluntary recognition of District 8, O.S.S.T.F. as the official bargaining unit for occasional teachers in secondary schools.

The report was adopted.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the special report of the French Language Education Council be adopted. Carried.

Under Unfinished Business, the Chairman gave a brief report with respect to the procedures and hearings on the Tribunal regarding the accommodation disputes in the City and Region. A decision has been requested by the Minister of Education by the end of October. Appeal procedures were also outlined by Mrs. Van Horne.

Trustee McMurrich remarked on the fact that this process is above the law.

When Trustee Hicks asked if the Tribunal, Mr. Goudge, will seek further clarification on the information presented, the Director pointed out that it is not the Tribunal's intent to speak to the parties without the other two parties present.

Under New Business, Trustee Clarke presented a brief report on A.L.S.B.O. Activities.

FRENCH LANGUAGE

Committee report was presented as follows—

French Language Education Council — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

Letters of thanks from Charles F. Brown and Jessie Windsor for the Board's retiring gratuity were read to the members. These were received and ordered filed.

A communication from the Chairman of the Board of Directors, Mr. Roy Robertson, St. Peter's Hospital thanking the students of Scott Park, Delta and Adelaide Hoodless Schools for their participation in the Wheelchair Wheelathon was read to the members.

At the request of Trustee Detwiler, a copy of this letter will be sent to the attention of the Principals of these schools.

Moved by Mr. McMurrich, seconded by Mrs. Lowe:
That the Elementary/Secondary Part of the report of the
Operations Management Committee be adopted.

Trustee Deans understood the Orlando school trip had
been cancelled (as shown in clause e(vii)). The Director
agreed to investigate.

The report was adopted.

Moved by Mrs. Clarke, seconded by Mr. Mulholland:
That the Elementary/Secondary Part of the report of the
Personnel and Organization Committee be adopted.
Carried.

The meeting then adjourned.

Adopted and presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustees Mulholland, Van Horne and Vine; Messrs. Massouh and Bigras.

Officials Present: Mr. J. Singer (Deputy Administrator - Buildings) Mr. R. Kennedy (Area Superintendent)

The Council recommends:

1. That Jocelyne Clutterbuck be granted a Maternal Leave of Absence, effective 1987 09 01 to 1987 12 28, in accordance with conditions governing Maternal Leave, and that this Leave be followed by a Personal Leave of Absence until 1988 01 31.

2. That the following trip requests for G. P. Vanier be approved:

- (i) English Classes, Stratford, 1987 09 23
- (ii) Grades 9-13, New York City, N.Y., 1988 05 11-14 (Wednesday to Saturday)

3. That the French Language Education Council supports the secondment of Maurice Boutet from the Niagara South Board of Education to the French-Language Consultative Services Plan II of the Ministry of Education as a consultant in Histoire/Études contemporaines, with the understanding that his expenses, over and above salary and benefits will be shared by the Hamilton Board of Education, the Simcoe County Board of Education and the sponsoring Board.

4. In order to formalize the Admissions Committee for future requests of non-francophone students for admission to École Secondaire Georges P. Vanier, it is recommended that the composition of the committee be the Principal of the school, a French-language teacher and the French-speaking supervisory officer from the Ministry of Education according to Section 273, clause (1) and (2) of the Education Act.

Respectfully submitted,

Committee Room,
1987 09 16.

HUBERT PAQUIN,
Chairman.

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Messrs. Massouh and Bigras.

Officials Present: J. Singer (Deputy Administrator - Buildings)
R. Kennedy (Area Superintendent)

The Council recommends:

GENERAL

1. That the architect be instructed to proceed with the completion of working drawings for the renovations to the Agnes Macphail building.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 09 22.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

FIRST REPORT

Present: Robert McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Baskin, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That the Board contribute \$600 to the Hamilton-Wentworth Debating Society in order to provide continued financial support for their activities this year.

(b) That the Hamilton Board of Education co-operate with the request of Dr. Alan King, Queen's University, to participate in their study of the "Good School".

(c) That the request of the McMaster University School of Social Work that the Board of Education provide field experience in the Adjustment Services Department be granted on an annual basis, subject to the approval of the Associate Superintendent of Curriculum and Special Services.

(d) That \$550 be provided to assist in defraying expenses for a Visual Arts Careers Day for senior students to be held 1987 11 23 at the Art Gallery of Hamilton, this event to be held in cooperation with other boards in the Hamilton area.

2. That the request from the Stinson Street School Parent Group to install the approved creative playground on the Stinson Street School grounds, be approved.

3. That approval be granted for the window treatment at Robert Land School at a net cost of approximately \$20,000 and that this be financed from capital reserves.

4. That the following report of the Transportation Committee be approved;

(a) That the Transportation Committee accept the following recommendations of the Special Education Advisory Committee Sub-Committee of Transportation:

(i) That each school principal designate annually a transportation monitor(s), whose name will be sent to the Supervisor of Transportation.

(ii) That in-service training be provided annually to all transportation monitors.

(iii) That in-service training be provided annually by Board personnel to all carriers.

(iv) That the regulation pertaining to drivers and carriers be amended as follows: Add to Regulation 2: "and that all wheelchair vehicles have closures". Add an additional clause: "That carriers ensure that each of their drivers working for the Board of Education for the City of Hamilton has a copy of the above regulations.

(v) That procedures be developed so that the Student Transportation Sheet be kept up to date on an annual basis, and as new students are declared exceptional.

(vi) That the Supervisor of Transportation prepare an annual report and that this be shared for information with the Special Education Advisory Committee.

5. That the following report of the Special Education Advisory Committee be approved:

(a) Whereas it is evident that a number of developmentally handicapped students (with varying aetiologies), receive service from our school system, it is clear that many of these students will exceed the age limitation set by The Ministry of Education for provision of service.

Therefore the Special Education Advisory Committee recommends that the Board liaise with the Ministries of Health, Community and School Services, and Education, in order to promote the establishment of an inter-ministerial project that would:

- Initiate, develop and implement innovative programs to provide for the social, emotional, physical and educational needs of developmentally handicapped persons beyond the regular school age (5-21) and
- Collectively provide adequate financial support for the establishment of the aforementioned initiative.

6. That the following report of the Budget Development Committee be approved:

(a) That a report from the officials, based on the Proforma Budget Model, be presented to the Operations Management Committee in July and November each year starting in July, 1988.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That up to 100 students of the Grade 12 Urban Geography Course from Hamilton Schools be permitted to attend a four day trip in Montreal, from 1987 10 21-24.

(b) That one teacher for every 15 students, plus the Geography Supervisor or designate, supervise the geography field study to Montreal, 1987 10 21-24, and that each receive \$180 for their expenses.

(c) That up to 30 students of the Grade 13 World Issues Course from Hamilton schools be permitted to attend an eight day field trip in Cuba from 1987 11 15-22 or 1988 04 24-05 01.

(d) That one teacher for every 15 students, plus the Geography Supervisor or designate, supervise the geography field study in Cuba, from 1987 11 15-22 or 1988 04 24-05 01.

(e) That the following trip requests be approved:

(i) Barton/ Hill Park, Grades 9-12, Quebec City, Quebec, 1988 05 04-07 (Wednesday to Saturday)

(ii) Delta, Grades, 11-13, Outdoor Education, Mount St. Louis, 1988 02 16 (Tuesday)

(iii) Hill Park, Grades 11-13, Outdoor Education, Wiarton (Bruce Trail), 1987 10 16-18 (Friday to Sunday)

(iv) Hill Park, Grades 11-13, Outdoor Education, Cyprus Lake Provincial Park, 1987 11 12-15 (Thursday to Sunday)

(v) Westdale. Grades 9-13, Washington, D.C., 1988 04 27-05 01, (Wednesday to Sunday)

(vi) G. L. Armstrong, Grades 6-8, OPHEA Conference, Orillia, 1987 10 16 (Friday)

(vii) Lawfield, Grades 7-8, Orlando, Florida, 1988 05 05-10 (Thursday to Tuesday)

(viii) Ryerson, Grade 8, Ottawa, 1988 05 09-11 (Monday to Wednesday)

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room,
1987 10 06.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

FIRST REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Webb, Paquin and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Desmarais, Detwiler, Kennedy, Rogers and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), D. B. Sinclair (Manager, Personnel and Employee Relations), P. Beveridge (Associate Superintendent of Curriculum and Special Services), A. Stockwell (Area Superintendent), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Lee Fredson be appointed to the probationary Caretaking and Maintenance Staff, effective 1987 09 28, with salary according to the Collective Agreement.

(b) That the resignation of Mildred Kingsbury, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 10 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of Stella Mleczko, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 04 26, and that the Board's retirement gratuity be paid.

(d) That the resignation of Jane E. Canale-Hess, Administrative Staff, be accepted effective 1987 12 31.

(e) That the resignation of James A. Whittle, Caretaking and Maintenance Staff, be accepted effective 1987 09 30.

(f) That Diane Sayers be confirmed in the position of Counsellor (Special Needs - Adjustment), effective 1987 09 01.

(g) That Terri Adrian, Clerical Staff, be confirmed in the position of Transportation Clerk, Transportation (Category B2, maximum \$355.00 per week), effective 1987 10 20.

(h) That Valerie Authier, Clerical Staff, be confirmed in the position of Clerk-Typist Special Education, (Category A-B, maximum \$340.00 per week), effective 1987 09 22.

(i) That Cheryl McGrimmond, Administrative Staff, be granted a Maternal Leave of Absence, to commence 1987 09 28, in accordance with the Employment Standards Act.

(j) That the following members of the Administrative Staff be returned from Maternal Leaves of Absence, effective 1987 09 08:

Lori Szwarc
Lois Campbell

(k) That the Personal Leave of Absence granted to Gael MacPherson at the September meeting, be changed to read 1987 09 28 until 1988 01 01.

(l) That the resignation of Mary McIlveen, Cleaning Staff, be accepted effective 1987 09 28.

(m) That Fotoula Papoutsis, Administrative Staff, be granted a Maternal Leave of Absence, to commence 1988 01 04, in accordance with the Employment Standards Act.

Clauses 2(a) (b) (c) & 3(a) were considered at an in-camera portion of the meeting.

2. That the following recommendations of the Director of Education be tabled:

(a) That the appointment of the following Area Superintendents be extended to 1988 01 31, with salaries according to schedule:

Frank Kelly
Ronald A. Kennedy
Allan L. Stockwell

(b) That the appointment of John Penner to the position of Business Administrator/Treasurer be extended until 1988 01 31, with salary according to schedule.

(c) That the appointment of Edward R. Hodgins to the position of Administrative Assistant to the Business Administra-

tor/Treasurer be extended until 1988 01 31, with salary according to schedule.

3. That the following recommendation of the Director of Education be approved:

(a) That the request of Robert Philip for an extension of his secondment to the Industry-Education Council be approved, effective 1987 09 01 to 1988 08 31.

4. That the following report of the Affirmative Action Committee be approved:

(a) That a position of Assistant - Staff Development (.5) be established, on a limited term basis, to address staff development needs of employees in areas of business and school support services.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Sarah Beaven, 1987 11 02

Kathryn E. Brink, 1987 10 19 (.5)

Helen Brown, 1987 10 19 (.5)

Paul Clarke, 1987 10 19 (Sem. 1 only)

Irene Dewar, 1987 10 19 (.5)

Valerie V. Hall, 1987 10 19

Zina Miller, 1987 10 19 (Sem. 1 only)

Rhonda Neale, 1987 10 19

Deanna Richardson, 1987 10 19

Sonia Rizzato, 1987 10 19 (Sem. 1 only)

Anne-Marie Scoular, 1987 10 19

Sharon Watson, 1987 10 19 (.5)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Diane Aitken, 1987 05 12 to 1987 06 19

Marianne Bailey, 1987 10 13 to 1987 12 18

Sarah Beaven, 1987 09 08 to 1987 10 30

Christine Binicki, 1987 09 08 to further notice
Anne Cliffe, 1987 09 16 to 1987 11 10
Art Cseresnyes, 1987 09 09 to further notice
Norma Ducau, 1987 09 09 to 1988 01 31 ($\frac{4}{6}$)
Valerie V. Hall, 1987 09 08 to 1987 09 25 (.5)
1987 09 28 to 1987 10 16 (1.0)
Susan Hill, 1987 09 08 to further notice
Marjorie S. Nelson, 1987 09 14 to 1987 12 18
Edward Nickerson, 1987 09 09 to 1987 10 16
B. Lynn Shedden, 1987 09 09 to 1987 10 09 (.5)
Doris Viastikopoulos, 1987 10 01 to 1988 01 26
Carol D. Zapotochny, 1987 09 08 to further notice

(c) That the following persons be appointed to the Probationary Educational Assistant Staff, effective as shown, with salary according to the salary schedule:

Janice Hamilton, 1987 09 08
Isobel McCann, 1987 09 08
Beverley Mombourquette, 1987 09 21 (.5)
Patricia Plugowsky, 1987 09 21 (.5)
Yvonne Todd, 1987 09 21

(d) That Cathy Taube be appointed to the Probationary Secondary School Clerical and Secretarial Staff, effective 1987 10 05, with salary according to the Collective Agreement.

(e) That the resignation of Robert Allan, Principal, who is retiring on superannuation effective 1987 12 31, be accepted with regret, and that the Board's retirement gratuity be paid.

(f) That the resignations of the following teachers, who are retiring on superannuation, effective 1987 12 31, be accepted with regret, and that the Board's retirement gratuity be paid:

Leslie Brown
John T. Camp

(g) That the requests of the following teachers for Release of Contract, effective as shown, be granted:

Julie Marshman-MacCuish, 1987 10 23
Janice Wilson, 1987 10 16

(h) That the following persons be confirmed in their positions, effective 1987 09 01:

Susan Radford, School Social Worker
Monica Vicencio-Gonzalez, School Social Worker

Jennifer Long, School Social Worker
Barbara Spiak-Nutter, Community School Leader

(i) That Richard Brawn be transferred from the Elementary Panel to the Secondary Panel, effective 1987 09 01.

(j) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

Jean M. Barber, 1987 11 02 to 1988 02 26

Janet Jessop, 1987 10 12 to 1988 02 05

(k) That the request for a Leave of Absence, granted to Gail Hammond at the September meeting, be rescinded.

(l) That the following teachers be returned from Leaves of Absence and assigned to teaching duties, effective as shown:

Lucy Kisway, 1987 09 01

Kathryn Raos, 1987 11 30

Monika Sebastian, 1987 10 13 (.5)

Marilyn Stewart, 1987 10 13

(m) That the following Secondary School Secretarial and Clerical Staff be returned from Maternal Leaves of Absence, effective as shown:

Debbie Despres, 1987 10 15

Marianna Tulumello-Cappelletti, 1987 11 03

(n) That the following Educational Assistant Staff be returned from Maternal Leaves of Absence, effective as shown:

Deborah Owen, 1987 09 21

Sandra Scott, 1987 09 08

(o) That the timetables of the following teachers be increased as shown, effective 1987 09 01:

Catherine Attridge, from .6667 to 1.0

Lillian Bastarache, from .3333 to .6667

Lenore Besman, from .8 to .9

Elizabeth Boyd, from .6667 to 1.0

Carol Campanella, from .5 to 1.0

Barbara Carey, from .5 to 1.0

Lydia Cartlidge, from .5 to .7

Dina Diadamo, from .5 to .7

Patricia DiFrancesco, from .6667 to 1.0

Janet Duncan, from .6667 to 1.0
Jane Easden, from .8 to 1.0
Donna Evans, from .5 to 1.0
Nancy Fleming, from .6667 to 1.0
Mary Gledhill, from .5 to 1.0
Gerald Kilby, from .6667 to 1.0
Lynn Knapp, from .5 to 1.0
Elizabeth Matthews, from .5 to .6
Jody McGuffin, from .5 to 1.0
Carma McKay, from .5 to 1.0
Linda Monteith, from .5 to 1.0
Joan Morrell, from .5 to 1.0
Richard Neufeld, from .6667 to 1.0
Lynda Norsworthy, from .5 to 1.0
Heather Oliver, from .5 to 1.0
Susan Pilip, from .5 to 1.0
Ruth Price, from .5 to .7
Mary I. Robertson, from .5 to 1.0
Olga Shustyk, from .5 to 1.0
Claudette Sims, from .7 to 1.0
Susan Speakman-Carlash, from .6667 to 1.0
Lynn Sutherland, from .5 to 1.0
Lynda Switzer, from .5 to 1.0
Judith Taylor, from .5 to 1.0
Betty Tuff, from .5 to 1.0
Robert VanWyck, from .8 to 1.0
Helen Vermeer, from .5 to 1.0
Nancy Voyer, from .5 to 1.0
Linda Walker, from .5 to 1.0
Dora Wolven, from .5 to 1.0

(p) That the timetables of the following teachers be increased, effective as shown:

Kenneth Durkacz, from $\frac{5}{6}$ to $\frac{6}{6}$, 1987 09 21
Diana Kidd, from .7 to .8, 1987 09 25
Nancy Kowalchuk, from .5 to 1.0, 1987 09 14
Lynn Howarth-McCue, from .5 to 1.0, 1987 09 23
Sherry Marston, from .5 to 1.0, 1987 09 01 to 1987 12 18
David Phillips, from .6 to .8, 1987 09 28
Tracy Scandlan, from .8 to 1.0, 1987 09 28

(q) That the timetables of the following teachers be decreased, effective 1987 09 01:

Julie Beattie, from 1.0 to .5
Diana Beatty, from 1.0 to .5

Linda Booth, from 1.0 to .5
Theresa Cardey, from .8 to .5
Melanie Cooper, from 1.0 to .5
Jane Couper, from 1.0 to .6667
Gail Frost, from 1.0 to .5
Janet Jessop, from 1.0 to .5
Nancy Jones, from 1.0 to .8
Rita Knapp, from 1.0 to .5
Jane Pogson, from 1.0 to .5
Rebecca Post, from .6 to .5
Katherine Scarth, from 1.0 to .6667
Noreen Sim, from 1.0 to .5
Heather Simpson, from 1.0 to .6
Kathryn Starodub, from 1.0 to .6667
Jane VanSickle, from 1.0 to .5
Margaret Westhouse, from 1.0 to .5

(r) That Marilyn Brill be appointed to the probationary Educational Assistant Staff, effective 1987 10 07, with salary according to the salary schedule.

(s) That the resignation of Jonathan Brown, effective 1987 08 31, be accepted with regret.

(t) That the secondment to the Ministry of Education, granted to Janice Galivan at the September meeting, be changed to a Personal Leave of Absence, effective 1987 09 01 to 1988 08 31.

2. That the requests re "Four Over Five" Plan be approved.

(a) That approval be granted for the request of Nancy Rundle for a Leave of Absence under the Salary Holdback Plan ("4 Over 5"), for the first semester of the 1989-1990 school year, effective 1989 09 01 to 1990 01 31, subject to the 1987-1988 Secondary School Collective Agreement.

(b) That approval be granted for the request of Tiina Mallais for a Leave of Absence under the Salary Holdback Plan ("4 Over 5"), for the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 08 31, subject to the 1987-1988 Secondary School Collective Agreement.

(c) That approval be granted for the request of Allan M. Lindsay for a Leave of Absence under the Salary Holdback Plan ("4 Over 5"), for the 1991-1992 school year, effective 1991 09 01 to

1992 08 31, subject to the 1987-1988 Secondary School Collective Agreement.

(d) That approval be granted for the request of Diane Jones for a Leave of Absence under the Salary Holdback Plan ("4 Over 5"), for the 1991-1992 school year, effective 1991 09 01 to 1992 08 31, subject to the 1987-1988 Elementary School Collective Agreement.

(e) That approval be granted for the request of Ethel (Peppy) Tew to change the date of her Leave of Absence under the Salary Holdback Plan ("4 Over 5"), of the Elementary School Collective Agreement from the 1990-1991 school year to the 1991-1992 school year, effective 1991 09 01 to 1992 08 31.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 10 08.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: R. McMurrich (Chairman), Trustees Deans, Detwiler, Lowe, Rogers, Desmarais and Van Horne.

Also Present: Trustees Barker, Baskin, Bell, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin, Webb and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Singer (Deputy Administrator-Buildings), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

GENERAL

1. That the tender of Valley Town Construction Ltd. for the R. A. Riddell School gymnasium addition, in the amount of \$574,000.00 be approved.

Respectfully submitted,

R. McMURRICH,
Chairman.

Board Room,
1987 10 15.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Webb, Paquin and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1.(a) That William Urie be appointed to the position of Coordinator, Occupational Health and Safety (Administrative Category 10 — maximum \$39,309 per annum), for a one year probationary period, effective 1987 11 09, with salary according to the salary schedule.

ELEMENTARY/SECONDARY

1.(a) That the following teachers be appointed to the Probationary Staff, effective 1987 10 19, with salaries according to schedule:

Robert Kendall
Linda Schultz

(b) That Cheryl Ende be promoted to the position of Acting Head of Department (English-As-A-Second-Language), effective 1987 10 19.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 10 15.

REPORT OF THE SALARY COMMITTEE

Present: Miss Helen Detwiler (Chairman), Trustees Baskin, Lowe, Paquin and Van Horne.

Officials Present: Mr. J. Penner (Business Administrator/Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Miss D. Russon (Personnel Analyst), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That Elementary School, Vocational Secondary School and Education Centre Clerical Staff be paid in accordance with the following salary schedule, effective 1987 09 01:

CATEGORY	Start	6 Mos.	1 Year	18 Mos.	2 Years	3 Years	4 Years
A-B	\$300	\$310	\$320	\$330	\$340	\$350	\$360
B2	315	325	335	345	355	365	375
C	364		375		386	397	408
C2	380		391		402	413	424
D	397		410		423	436	449
E	416		429		442	455	468
F	433		446		459	472	485
F2	451		464		477	490	503
G	483		496		509	522	535

Placement on the Salary Schedule

(a) Placement on the above scale is in accordance with the number of years of experience in the position.

(b) If placement on the scale in accordance with the number of years of experience in the position results in a salary adjustment of less than 4.9%, then an employee shall receive a salary adjustment of 4.9% and will remain off scale.

(c) The general economic salary increase of 4.9% will be applied to the salary in effect on September 1st.

(d) In determining salary placement on promotion the following shall apply:

- (i) Add the value of the increment in the category to which the the incumbent is being promoted to the salary prior to promotion.
 - (ii) If the sum is equal to a step placement, the incumbent shall be placed at that step level.
 - (iii) If the sum is greater than step placement, then the incumbent shall be placed at the next higher step.
 - (iv) The incumbent shall progress to the maximum of the classification in accordance with the incremental schedule.
- (1987-1988 increment values=A-B and B2—\$10.00 per week
C and C2 —\$11.00 per week
D to G —\$13.00 per week

(e) Salary on Transfer to a Position at a Lower Classification

An employee transferred to a position at a lower classification shall receive either his/her existing salary or the maximum salary for the lower salary classification, whichever is lesser.

(f) Salary on Initial Hiring

A new employee hired to staff shall receive the minimum salary of the classification for her/his position unless a higher salary is warranted by her/his qualifications and/or experience.

2. That the following Clerical/Secretarial positions be reclassified, effective September 1, 1987:

	FROM	TO
Clerk-Typist, Adjustment Services	A-B	B2
Clerk-Typist, Special Education	A-B	B2
Administrative Services Clerk (Mailroom)	A-B	B2
Secretary, Primary/Junior and Art	A-B	C
Secretary, Personnel	A-B	C
Accounting Clerk	B2	C
Senior Clerk, Insurance	C	D
Data Control Clerk, Level III	C	D
Senior Clerk, Caretaking Department	C2	D
Recording Secretary to Committee	E	F2

3. That the following Clerical/Secretarial position be classified downward, effective September 1, 1987:

	FROM	TO
Data Control Clerk, Level I	C	A-B

4.(a) Effective the 1988 vacation year, employees who have attained nineteen (19) years' service with the Board prior to September 1st in any year shall be entitled to five (5) weeks' vacation with pay.

(b) Effective the 1988 vacation year, employees who have attained twenty-five (25) years' service with the Board prior to September 1st in any year shall be entitled to six (6) weeks' vacation with pay.

5. Effective 1987 09 01, the present maximum reimbursement for Tuition Fees under the present policy shall be increased to \$450.00 per school year.

6. Effective October 1, 1987, the Extended Health Plan shall be amended to provide:

Vision Care—up to \$100 every two years.

Hearing Aids—up to \$500 every five years.

7. Group Life Insurance

(a) Regular Full-Time Employees

(i) **Basic Group Life Insurance**—Effective as soon as practicable, the present Group Life Insurance Plan will be increased to provide two (2) times salary up to a maximum of \$30,000. The Board shall contribute 100% of the premium cost of this coverage.

(ii) **Optional Group Life Insurance**—Effective as soon as practicable, an employee may elect insurance equal to the difference between the employee's Basic Group Life Insurance and two (2) times the annual rate of salary (rounded to the next higher \$1,000) up to a combined maximum (Basic and Optional) of \$50,000. The employee shall pay the full premium cost for the amount of the Optional Group Life Insurance through payroll deduction.

(b) Regular Part-Time Employees

Effective as soon as practicable, part-time clerical employees on regular staff will be covered by the Basic Group Life Insurance Plan which will provide insurance equal to two (2) times salary up to a maximum of \$30,000. The Board's premium contribution for regular part-time clerical employees shall be prorated in the same proportion that the part-time schedule bears to a full-time schedule, with the employee contributing the remainder through payroll deduction.

(The Income Disability Benefit will not be included in the Basic Group Life Insurance Plan for regular part-time employees).

8. Effective October 1, 1987, the Optional Dependent's Group Life Insurance will be increased for those employees who are presently covered to provide — \$10,000 — spouse; \$5,000 — each dependent child. The employee shall continue to pay the full premium cost for such coverage.

Effective as soon as practicable, a group opening date will be arranged to provide access to such coverage for employees who are not already enrolled in Dependent's Group Life Insurance.

9. Effective October 1, 1987, the Board shall contribute 100% of the premium cost of the Dental Plan for regular full-time employees (with benefits equivalent to Blue Cross No. 9). A claimant shall be reimbursed 65% of the cost of the insured services (not to exceed 65% of the 1987 O.D.A. rate schedule). The Board's premium contribution for regular part-time employees shall be pro-rated in the same proportion that the part-time schedule bears to a full-time schedule, with the employee contributing the remainder through payroll deduction.

10. Sick Leave Provisions

- (i) Effective September 1, 1987, Library Secretaries on regular staff shall be granted sick Leave credits equivalent to 20 days per school year. The entitlement shall be pro-rated in the same proportion that the part-time schedule bears to a full-time schedule.
- (ii) Effective September 1, 1987, Library Secretaries on regular staff will receive the same maximum accumulation as regular part-time secretarial staff (200 days maximum).
- (iii) Effective September 1, 1987, all part-time clerical and secretarial employees employed on regular staff will be covered by the terms of the present retirement gratuity provisions with a maximum payment of \$6,000.

11. Effective September 1, 1987, a member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans under the following conditions:

- (i) The member must elect to retain coverage within 31 days of retirement date; otherwise coverage shall be cancelled.

- (ii) If the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65, if a member so elects.
- (iv) The member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage.

12. That the reconstituted position of Co-Ordinator, Occupational Health and Safety be classified in Administrative Category 10 (\$39,309 maximum), effective 1987 10 01.

13. That the Memorandum of Agreement between The Board of Education for the City of Hamilton and the O.S.S.T.F., District 8, dated the 25th day of September, 1987 pertaining to all occasional teachers employed by the Board in all its secondary schools be approved.

Respectfully submitted,

Miss HELEN DETWILER,
Chairman.

Committee Room,
1987 09 28

MEMORANDUM OF AGREEMENT**B E T W E E N:****THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON****—and—****THE ONTARIO SECONDARY SCHOOL TEACHERS'
FEDERATION, DISTRICT 8**

WHEREAS the Ontario Secondary School Teachers Federation, District 8 applied to the Ontario Labour Relations Board for certification of all occasional teachers employed by the Board of Education for the City of Hamilton employed in all its secondary schools;

AND WHEREAS the Ontario Secondary School Teachers' Federation, District 8 has sufficient membership support of all such occasional teachers:

Now Therefore Witnesseth that in consideration of the terms and conditions set out herein the parties agree as follows:

1. The Board of Education for the City of Hamilton hereby voluntarily recognizes the Ontario Secondary School Teachers' Federation, District 8 as exclusive bargaining agent and representative of all occasional teachers employed by it in all its secondary schools in the City of Hamilton.

2. The Ontario Secondary School Teachers' Federation, District 8 agrees that it shall act as exclusive bargaining agent and representative of all occasional teachers employed by the Board of Education for the City of Hamilton in its secondary schools in the City of Hamilton.

3. The parties hereto agree that the term "occasional teacher" means a teacher employed to teach as a substitute for a permanent, probationary or temporary teacher who has died during the school year or who is absent from his regular duties for a temporary period that is less than a school year and that does not extend beyond the end of the school year, and that O.S.T.F., District 8 shall represent such occasional teachers while so employed.

Wherein the parties have hereunto set their signatures and seal.

Dated at the City of Hamilton this 25th day of September, 1987.

The Board of Education
for the City of Hamilton

Ontario Secondary School
Teachers' Federation, District 8

MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 10 15.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator/Treasurer), Sinclair (Manager, Personnel and Employee Relations) and Mrs. Rogers (Administrative Secretary).

The special in-camera meeting was called to order to consider an employee discipline case.

Moved by Miss Cunningham, seconded by Mr. McMurrich: That this special in-camera meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Rogers be Chairman of the Committee-of-the-Whole. Carried.

Moved by Mrs. Vine: That the employment of Mr. Douglas Williams, caretaking staff, be terminated effective 1987 09 30, under the Just Cause clause of the Collective Agreement. Carried.

Moved by Mr. Kennedy: That the Committee-of-the-Whole now be dissolved and return to the special in-camera meeting of the Board. Carried.

Moved by Canon Rogers, seconded by Mrs. Baskin: That the report of the Committee-of-the-Whole be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 10 22.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Rielly (Associate Director of Education), Stockwell (Area Superintendent), Rothwell (Area Superintendent) and Mrs. Rogers (Administrative Secretary).

Also Present: Mr. G. Price, President, District 8 O.S.S.T.F.

Moved by Mr. Paguin, seconded by Miss Cunningham: That Keith Rielly be Secretary pro tem. Carried.

A presentation of the initiatives taken by the O.S.S.T.F., District 8 as related to the implications of the Goudge Tribunal findings was made by Mr. Price.

The Chairman thanked Mr. Price for the presentation and congratulated the O.S.S.T.F. on its initiatives. Mr. Price then left the meeting.

Moved by Miss Cunningham, seconded by Mrs. Bell: That this special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mr. Hicks: That Trustee Rogers be Chairman of the Committee-of-the-Whole. Carried.

Trustee Rogers assumed the Chair.

Moved by Mrs. Van Horne: That the Board of Education for the City of Hamilton support the O.S.S.T.F.,

District 8 initiatives related to the implications of the Goudge Tribunal finding.

After discussion on the motion, Mrs. Van Horne withdrew the motion.

Moved by Mrs. Bell: That the Board of Education for the City of Hamilton commend the O.S.S.T.F., District 8 initiatives related to the implications of the Goudge Tribunal finding. Carried.

Moved by Mrs. Van Horne: That in the event that the Goudge Tribunal recommends transfer of the Hamilton Board's facilities, the Board appeal this decision to the Lieutenant Governor in Council in accordance with Section 136(X) 14 of Bill 30.

After further discussion, this motion was also withdrawn by Mrs. Van Horne.

Moved by Mr. McMurrich: That in the event that the Goudge Tribunal recommends the transfer of any facilities that the Hamilton Board of Education feels will jeopardize or compromise the delivery of public education in its jurisdiction, the Board will appeal this decision to the Lieutenant Governor in Council in accordance with Section 136(X) of Bill 30. Carried.

Moved by Mrs. Van Horne: That the Board of Education for the City of Hamilton authorize the Chairman and Director to expend up to \$10,000 for the provision of information to the community. Carried.

Discussion ensued with regard to an article in The Hamilton Spectator whereby the Minister of Education made comments on the Tribunal. It was agreed a press release would be presented with the Board expressing its concerns on these statements.

Moved by Mr. Kennedy: That the Committee-of-the-Whole now be dissolved and return to the special "in-camera" meeting of the Board. Carried.

Mrs. Van Horne resumed the Chair.

Moved by Canon Rogers, seconded by Mrs. Deans:
That the report of the Committee-of-the-Whole be adopted.
Carried.

At the suggestion of Trustee Baskin, the Chairman
agreed to contact A.L.S.B.O. with respect to the group that
lead the appeal against Bill 30.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL MEETING OF THE BOARD

Board Room,
Education Centre,
1987 10 27.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Business Administrator/Treasurer), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the General part of the report of the Salary Committee be adopted. Carried.

Moved by Mr. McMurrich, seconded by Mr. Kennedy: That the General Part of the report of the special meeting of the Operations Management Committee be adopted.

Trustee Baskin considered the expenditures contained in the report to be extravagant, and she thereby opposed the motion.

Trustee Detwiler offered to make a motion with respect to an update of the fees paid to the Management Consultants.

When Trustee Hicks asked whether the amount of \$400,000 is the maximum amount and there could be savings, Mr. Krever replied there could be additional costs as each of the Departments are looked at.

Trustee Deans also opposed the report and was not happy with the way staff have been treated.

At the request of Trustee Baskin, a recorded vote was taken. Those in favour: Trustees Rogers, Bell, Detwiler,

Kennedy, Hicks, Paquin, Clarke, McMurrich, Cunningham and Van Horne. Those opposed: Trustees Baskin, Vine, Mulholland, Deans, Lowe and Desmarais.

The report was adopted.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the General Part of the report of the special "in-camera" meeting of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Miss Helen Detwiler (Chairman), Trustees Baskin, Webb and Van Horne.

Officials Present: Mr. J. Penner (Business Administrator/Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the tentative collective agreement between The Board of Education for the City of Hamilton and the Office and Professional Employees' International Union, Local 527 be approved as attached:

Respectfully Submitted,

Miss HELEN DETWILER,
Chairman.

Committee Room,
1987 09 28.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
LOCAL 527, OFFICE AND PROFESSIONAL EMPLOYEES'
INTERNATIONAL UNION
(representing office employees in
Composite Secondary Schools)**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The term of the Collective Agreement shall be from September 1, 1987 to August 31, 1988.

4. The parties agree to amend the terms of the 1986-87 Collective Agreement in accordance with Schedule "A" attached hereto.

Dated at Hamilton, Ontario this 13th day of October, 1987.

**On Behalf of
O.P.E.I.U., Local 527**

**On Behalf of
The Board of Education
For the City of Hamilton**

APPENDIX :“A”**Part A — Effective September 1, 1987**

	Start	6 months	1 Year	18 months	2 Years	3 Years	4 Years
Level 1	\$304.86	\$315.94	\$327.02	\$338.67	\$349.20	\$362.74	
Level 2	348.74		361.06		373.38	388.32	
Level 3	424.91		437.22		449.53	461.85	477.40
Level 4	389.88	404.49	413.95	425.99	443.85	461.85	477.40

Article 12 - Hours of Work and Overtime**12.01 New Article to Read:**

- (i) The regular hours of work shall be seven (7) hours per day between 8:30 a. m. and 4:30 p.m., exclusive of the lunch break, Monday to Friday.
- (ii) The regular hours of work during July and August shall be six (6) hours per day between 9:00 a.m. and 4:00 p.m., exclusive of the lunch break, Monday to Friday.

Article 13 - Recognized Paid Holidays**13.06 (new)**

The half (½) day prior to Christmas Day and the half (½) day prior to New Year's Day, shall be recognized holidays; or if substituted for under Article 13.03, the half (½) day before the two observed holidays.

Article 14 - Vacations With Pay**14.03 Amend to Read:**

Effective the 1988 vacation year, all employees who have attained nineteen (19) years' seniority with the Board prior to September 1 in any year shall be entitled to five (5) weeks' vacation with pay.

14.04 Amend to Read:

Effective the 1988 vacation year, all employees who have attained twenty-five (25) years' seniority with the Board prior to September 1 in any year shall be entitled to six (6) weeks' vacation with pay.

14.08 Amend to Read:

Vacations shall be taken, upon approval, during the months of July and August, and Christmas Recess, and the Mid Winter Break periods. The week before schools open in September shall not be part of the approved vacation period. Where the obligations of the Board permit, the maximum number of employees from the same school allowed to take vacations will be four (4) during Christmas Recess, and four (4) during the Mid Winter Break. Any lieu day which accrues to an employee because of a recognized holiday falling in her vacation time shall be taken during July or August either at the commencement or end of her designated vacation. Notwithstanding the foregoing, an employee may take four of her accrued lieu days outside of July and August at a time mutually agreed upon.

14.09 Add as last sentence:

On the active payroll shall include paid vacation time and paid sick leave.

Article 15 - Employee Benefits**15.01 (a) Amend to Read:**

For those employees who are not otherwise covered by his or her spouse, the Board will assume 100% of the premium cost as of August 31, 1987 of:

- (i) Semi-Private Hospital Care Plan
 - (ii) Extended Health Plan (effective the first day of the month following ratification) - Vision Care - up to \$100 every two years.
- Hearing Aids - up to \$500 every five years.
 - (iii) Basic Group Life Insurance
 - (iv) Ontario Health Insurance Plan (O.H.I.P.)
 - (v) Dental Plan (equivalent to Blue Cross #9)
- (b) Any increase in the premium cost of the above plans after August 31, 1987 shall be paid for by the Board.

15.02 Amend to Read:

Basic Group Life Insurance

- (i) Effective the first of the month following ratification the Basic Group Life Insurance Plan will provide life insurance in the amount of two (2) times annual salary up to \$30,000. New employees must as a condition of employment become and remain a member of the Basic Group Life Insurance Plan. Coverage shall be effective the first of the month following completion of the employee's probationary period.

- (ii) **Optional Group Life Insurance**

Effective as soon as practicable, an employee may elect insurance equal to the difference between the employee's Basic Group Life Insurance and two (2) times the annual rate of salary (rounded to the next higher \$1,000) up to a combined maximum (Basic and Optional) of \$50,000. The employee shall pay the full premium cost for the amount of the Optional Group Life Insurance through payroll deduction.

- (iii) An employee on the payroll effective first of the month following ratification will be enrolled automatically for the Optional Group Life Insurance, unless the Board receives a signed denial form from the employee.
- (iv) An employee hired after the ratification date must, in writing, subscribe and authorize payroll deduction for the Optional Group Life Insurance in order to be covered under the Optional Group Life Insurance Plan.
- (v) An employee on leave of absence must, in writing, subscribe for and authorize payroll deduction for Optional Group Life Insurance within 31 days of return to employment in order to be covered under the Optional Group Life Insurance Plan.
- (vi) An employee not subscribing for the Optional Group Life Insurance within the time limits of (iii) and (v) above may apply for coverage at a later date by making written application authorizing appropriate payroll deduction and providing evidence of insurability satisfactory to the Insurance Company. The Optional Group Life Insurance will be effective on the first day of the month following approval of the evidence of insurability by the carrier.

- (vii) An employee may decide in writing at any time to cancel Optional Group Life Insurance. Such cancellation will be effective on the first day of the month following receipt by the Board of the request for cancellation.
- (viii) An employee must be actively at work on the effective date of his/her Optional Group Life Insurance. If an employee is not actively at work on the effective date, Optional Group Life Insurance will commence on the date the employee returns to work on a regular basis.

15.03 Amend to Read:

Effective first of the month following ratification, the Optional Dependent's Group Life Insurance will be increased for those employees who are presently covered to provide - \$10,000 - spouse; \$5,000 - each dependent child. The employee shall pay the full premium cost for such coverage.

15.08 Dental Plan (renumber as 15.07)

Delete (i) and (ii) and replace with:

Effective first of the month following ratification the Board shall contribute 100% of the premium cost of the Dental Plan (with benefits equivalent to Blue Cross No. 9). A claimant shall be reimbursed 65% of the cost of the insured services (not to exceed 65% of the 1987 O.D.A. rate schedule). The Board's premium contribution for a part-time employee shall be pro-rated in the same proportion that the part-time schedule bears to a full-time schedule, with the employee contributing the remainder through payroll deduction. Newly hired employees and employees returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. Coverage will not extend to those employees covered for similar benefit by their spouse.

15.08 (a) New

Effective September 1, 1987, an employee who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining coverage at the employee's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans under the following conditions:

- (i) The employee must elect to retain coverage within 31 days of retirement date; otherwise coverage shall be cancelled.
- (ii) If the employee withdraws from coverage at any time prior to age 65, the employee shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65 if the employee so elects.
- (iv) The employee shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage.

15.08 (b) New

Effective first of the month following date of ratification, a member who has attained at least the age of 55 and retires before the compulsory retirement age shall have the option of retaining a \$10,000 life insurance policy until the age of 65 (disability coverage not included). Such election must be made on or prior to retirement date. The member who so elects shall pay the full amount of the premium, annually, in advance, otherwise her coverage shall be cancelled.

15.09 New—**Long Term Disability**

The Board shall continue to make payroll deductions for those employees who have elected at their own expense to contribute the premium cost for Long Term Disability insurance coverage arranged by the Union. It is agreed that the Board's sole responsibility under the plan is to provide for payroll deductions and to record and remit such payments to the administrator of the plan as specified by the Union.

Article 23 - Termination

- 23.01 This Agreement shall remain in force from September 1, 1987 to and including August 31, 1988 and shall

thereafter continue for a further period of one (1) year unless either party shall give notice to the other not more than ninety (90) days from the expiration date herein that it desires revision, modification or termination of this Agreement at its expiration date.

Appendix A - Part B Section 2(a) Add to end of second sentence

“and progress towards the salary maximum for the level in accordance with the incremental schedule for the classification.”

Appendix A - Part B Section 4 - Temporary Assignment as Senior Secretary

Where an employee is assigned for a period of two (2) weeks or more as a replacement for the Senior Secretary of the school, she shall be paid the minimum salary for the category for Senior Secretary. This salary shall not be paid, however, during the months of July and/or August except:

- (i) if the assignment commences before July 1st
- or
- (ii) if the assignment results from a maternal leave or an extended illness and is to be continued into the month of September.

If the temporary assignment is for a period of one month or more, where the obligations of the Board permit, preference shall be given to the most senior employee who is available and qualified to perform the work.

Appendix A - Part B - Section 4 - Temporary Assignment from a Level 1 to a Level 2 Position

Amend allowance to read \$13.00 per week.

Letters of Intent

Medication — With respect to the administration of medication, although the Principal may seek the voluntary assistance of the staff, it is recognized that no employee is required to administer medication to students.

Washroom Facilities — Union's concern to be discussed at Staff Relations, with the Superintendent of Special Services or designate invited to attend.

Appendix B — Parties agree to meet during the lifetime of the Agreement to update and clarify the language of the sick leave and retiring gratuity plan.

Evening School Positions — Board to propose a procedure under which regular day school employees may apply for future job opportunities in evening school secretarial work. Board representatives to discuss an appropriate procedure with the Supervisor of Continuing Education.

First Aid — The Union's request that no bargaining unit employee shall be required to administer first aid and committee representation will be presented to the Joint Health and Safety Committee for consideration and response in the Fall. A follow up Staff Relations meeting will be arranged.

Health and Safety — A bargaining unit employee shall become a member of the Board's Joint Health and Safety Committee.

Letter of Intent

In the event that utilities in the school (heat, hydro, or water) are to be shut off for an extensive period of time during the working day, school representatives will consult with the Manager, Personnel, or designate, to determine whether under the conditions work should be cancelled for the day or other arrangements made.

Any other arrangements made by the Board shall not involve an extension of the regular working hours on any day (i.e. 8:30 a.m. to 4:30 p.m.) unless the regular school day for students is changed.

The Board shall exercise its discretion in a reasonable manner and the arrangements made shall not result in a loss of earnings or transfer of lost hours to another day.

LETTER OF INTENT - HARASSMENT POLICY

The Board and Local 527 O.P.E.I.U. hereby recognize that they share in the commitment and obligation to ensure that all employees in accordance with the Ontario Human Rights Code work in an environment based upon mutual respect and co-operation among individuals and free from harassment. To this end, the parties to this Agreement are dedicated to establishing greater awareness and understanding of the issues, and to supporting and promoting a procedure to ensure that complaints of harassment will be resolved quickly with sensitivity, fairness, and confidentially consistent with the following Board policy:

In adherence with the Ontario Human Rights Code, it is the policy of this Board that every employee, volunteer and student have a right to freedom from harassment in the workplace and school system because of sex, sexual orientation, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offenses, marital status, family status or disability.

DEFINITION

For the purpose of this policy, harassment means engaging in a course of derogatory or vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Sexual harassment is a particular form of harassment and is defined as:

- (a) any repeated sexual advances, remarks, or behaviour that is demeaning that the person making the advances, remarks or engaging in the behaviour knows or ought reasonably to know is unwelcome; or
- (b) a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation knows or ought reasonably to know that it is unwelcome; or
- (c) a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny benefit or advancement to the person.

This definition of sexual harassment does not include an occasional or casual compliment or remark, any voluntary relationship between consenting adults, nor normal exercise of

supervisory responsibilities, including direction, counselling and discipline when necessary.

Previous Letters of Intent to be renewed:

1. If an employee is hospitalized for reasons of illness certified by a medical physician for five or more consecutive days during her vacation period, the employee may request in writing to the Business Administrator to replace vacation time. The employee shall be required to furnish any necessary documentary evidence required by the Board. It is understood that the consideration shall not extend to those cases where hospitalization was caused by an accident where the employee was engaging in an activity with an attendant risk of injury.
2. An employee may request in writing to the Business Administrator to have a written warning removed from her personnel record after three years, providing no subsequent written warning or disciplinary action has been placed on her personnel record in the intervening three year period. The decision of the Business Administrator shall be final and binding and communicated in writing to the employee.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Robert McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Lowe, and Van Horne.

Also Present: Trustees Baskin, Cunningham, Hicks, Kennedy, and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. D. B. Sinclair (Manager, Personnel & Employee Relations), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

ADDENDUM

The following motion was considered at the special meeting of the Operations Management Committee on 1987 10 20 and was LOST:

GENERAL

1. That any recommendations dealing with the re-organization of the Board not be accepted until there is a complete plan including total costs.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room.
1987 10 20.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: R McMurrich (Chairman), Trustees Deans, Detwiler, Lowe, Rogers, Desmarais, and Van Horne.

Also Present: Trustees Baskin, Bell, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Singer (Deputy Administrator - Buildings), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

That the following recommendations be adopted:

1. That the present six areas be reorganized into five areas.
2. That the following Area Offices be established beginning January 1, 1988 in the locations indicated:
 - Areas 1, 2 and 3—Education Centre
 - Areas 4 and 5—Crestwood Vocational School
 - Area 3 — to be relocated in the east end effective September 1, 1988.
3. That the organization of the area offices with the deployment of appropriate human and physical resources to begin by February 1, 1988.
4. That the Personnel and Organization Committee take action to post and interview for the positions of five Acting Superintendents of Schools.
5. That the Personnel and Organization Committee take action to post and interview for the position of Designated Acting Superintendent of Curriculum and Special Services.

6. That the Personnel and Organization Committee take action to post and interview for the position of Acting Assistant Superintendent of Curriculum.

7. That the Personnel and Organization Committee take action to post and interview for the position of Acting Superintendent of Plant.

8. That the Personnel and Organization Committee take action to post and interview for the position of five Acting Area Supervisors.

Respectfully submitted,

R. McMURRICH,
Chairman.

Board Room,
1987 10 27

ADDENDUM

The following motion was considered at the special "in-camera" meeting of the Operations Management Committee and was LOST:

That the position in clause 7 be changed to "Acting Supervisor of Plant."

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Baskin, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the appointment procedure for Supervisory Officers be approved:

(a) That the Hamilton Board of Education approve the procedures for the selection of Supervisory Officers.

- Postings will be made for all supervisory officers' positions and will include the job description, qualifications necessary and competencies expected.
- Postings will be circulated to all schools and the education centre for the information and response from permanent staff.
- Applications will be submitted by interested staff, to the Director during a two week period.
- If the numbers so warrant, screening and a subsequent short-list will be developed by the Director, Associate Director and designated senior administrators.
- If there are insufficient numbers of qualified applicants, the Board may wish to advertise externally for the position(s).
- The interview committees will use the following criteria in their selection:
 - Leadership Skills
 - Interpersonal Skills
 - Communication Skills
 - Personal Qualities
 - Present and Past Performance
- Final short-listed candidates will be interviewed by the Personnel and Organization Committee and appropriate administrators.

- The Director and Associate Director will inform all short-listed candidates of the decision of the Board and offer feedback to the candidates who wish to have it.

(b) That the Associate Director prepare a format for the Board's interviewing team for their consideration and approval.

2. That the following recommendations of the Director of Education be approved:

(a) That the appointment of the following Area Superintendents be extended to 1987 12 31 with salaries according to schedule:

Frank Kelly
Ronald A. Kennedy
Allan L. Stockwell

(b) That the appointment of John Penner to the position of Business Administrator/Treasurer be extended until 1988 03 31, with salary according to schedule.

(c) That the appointment of Edward R. Hodgins to the position of Administrative Assistant to the Business Administrator/Treasurer be extended until 1988 03 31, with salary according to schedule.

3. That a service payment of up to six months' salary be paid to Mr. Lorne McLachlan, Area Superintendent, upon his retirement.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 10 27.

ADDENDUM

The following motion was considered at the special "in-camera" meeting of the Personnel and Organization Committee and was LOST:

(b) That the appointment of John Penner to the position of Business Administrator/Treasurer be extended until 1988 06 30 with salary according to schedule.

**MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION**

Board Room,
Education Centre,
1987 11 04.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Stockwell (Area Superintendent), Forrester (Area Superintendent), Kennedy (Area Superintendent), Rothwell (Area Superintendent), McLachlan (Area Superintendent), Kelly (Area Superintendent), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations), Forster (Information Officer) and Mrs. Rogers (Administrative Secretary).

Also Present: Mr. John Evans, (Board Solicitor).

The special "in-camera" meeting was called to order to consider the Goudge Tribunal Report.

Moved by Miss Cunningham, seconded by Mrs. Bell: That this special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Rogers be Chairman of the Committee-of-the-Whole. Carried.

Trustee Rogers assumed the Chair.

A summary and impact of the Goudge Tribunal Report was given by the Director, followed by a legal analysis given by Mr. Evans. Considerable discussion took place on the ramifications of the report, whereby Mr. Goudge is

recommending the use of Sir Winston Churchill and Southmount Secondary Schools would be transferred to the Hamilton-Wentworth Roman Catholic Separate School Board.

Moved by Mr. McMurrich: Upon reviewing the decision of the Goudge Tribunal, the Hamilton Board of Education finds that it compromises the delivery of public education; therefore, the Board will take action to appeal.

The motion was defeated.

Moved by Mr. Hicks: That the Committee-of-the-Whole now be dissolved and return to the special "in-camera" meeting of the Board. Carried.

Trustee Van Horne resumed the Chair.

Moved by Canon Rogers, seconded by Mrs. Bell: That the report of the Committee-of-the-Whole be adopted.

The defeated motion was brought to the members' attention, and the Chairman ruled that the Committee-of-the-Whole has no action to report.

Moved by Mr. McMurrich, seconded by Mr. Paquin: Upon reviewing the decision of the Goudge Tribunal, the Hamilton Board of Education finds that it compromises the delivery of public education; therefore, the Board will take action to appeal.

Trustee McMurrich requested a recorded vote.

Trustee Vine wanted it noted that an appeal is an appeal, and she strongly opposed it. Trustee Bell was not hesitant to go on record as opposed to the motion in light of the legal advice obtained, and Trustee Baskin also went on record as opposed to the motion for the same reason, but Trustee Hicks wanted to go on record in support of the motion as legal advice is sought to look at alternatives.

Moved by Mrs. Lowe, seconded by Miss Cunningham: That the motion be tabled until a suitable date is determined to deal with this matter. Defeated.

The original motion was then put to a vote. Trustees in favour: Trustees Rogers, Mulholland, Deans, Kennedy, Hicks, Barker, Desmarais, Paquin, McMurrich and Van Horne. Trustees opposed: Trustees Baskin, Vine, Webb, Bell, Lowe, Detwiler, Clarke and Cunningham.

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1987 11 19.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Barker, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Stockwell (Area Superintendent), Forrester (Area Superintendent), Kennedy (Area Superintendent), McLachlan (Area Superintendent), Kelly (Area Superintendent), Shewfelt (Manager, Accounting and Budget) and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular and special meetings were then adopted as presented to the members.

A communication from E. A. Simpson, City Clerk, advising the Board of the results of the Ward 3 By-Election was read to the members. The successful candidate, Mr. Bert Allen, remarked he was honoured and pleased to be back with the Board.

A note of thanks from the Desmarais family for the Board's expression of sympathy was also read to the members.

Both communications were received and ordered filed.

Committee reports were presented as follows:

Operations Management Committee—Mr. McMurrich

Development Committee—Miss Cunningham

Personnel and Organization Committee—Mrs. Clarke

Moved by Mr. McMurrich, seconded by Mr. Kennedy: That the General Part of the report of the Operations Management Committee be adopted.

Mrs. Van Horne voted in opposition to the report because of Clause 12.

The report was then adopted.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the General Part of the report of the Development Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Paquin: That the General Part of the report of the Personnel and Organization Committee be adopted.

With respect to clause 1(e), Canon Rogers commented on Mr. Lorne McLachlan's contribution to education and his work at the Board. The best wishes of the Board were expressed to Mr. McLachlan upon his retirement.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That the motion from the special meeting of the Board dated 1987 10 27 relating to the extension of the appointment of Mr. John Penner be rescinded.

A two-thirds majority was obtained and the motion was adopted.

Trustee Deans asked to be recorded as being opposed to the report of the Personnel and Organization Committee as it relates to clause 4 and the de-centralization, citing concerns on the costs and morale problems, but Trustee Kennedy took objection to the remark on staff morale, in that the de-centralization will be for the betterment of the students.

Trustee Lowe envisioned the costs to be much more than originally anticipated and she opposed the report as well.

The original report was then adopted.

Moved by Mrs. Lowe, seconded by Miss Detwiler: That the motion from the 1987 06 11 Board meeting regarding the 1988 Inaugural Meeting of the Board be rescinded and that the Inaugural be held at the regular meeting of the Board on 1987 12 17.

A two-thirds majority was obtained and the motion was adopted.

Moved by Canon Rogers, seconded by Mr. Kennedy: That the members extend to Mrs. Ruth Van Horne their appreciation for the courteous and efficient manner in which she conducted the business of the Board during the past year. Carried.

Mrs. Van Horne noted that while it has not been an easy year, she has enjoyed her Chairmanship on the Board, and she could not have done it without the help and support of the members and the administrators.

Under New Business, the Chairman called on Mr. Penner to report on work at the Agnes Macphail building. Mr. Penner indicated that additional fireproofing will be required. Prices will be obtained by November 27th, and a recommendation will be brought back to the Board for approval.

FRENCH LANGUAGE

Committee reports were presented as follows:

French Language Education Council—regular meetings and special—Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the reports of the French Language Education Council, and the special report, be adopted.

While Trustee Detwiler realized she is not able to vote on these reports, she had numerous concerns and questions in relation to the appointment of a Francophone Superintendent as outlined in the special report of 1987 11 11, especially in light of the extra costs just proposed by Mr. Penner. Her inquiries included the number of students the Francophone Superintendent would serve, the remunera-

tion and whether there is a commitment from the Separate School Board.

Trustee Paquin replied this has been approved at the Separate School Board's level.

The Director indicated that 800 elementary students from the Separate School Board, and 400 secondary students from this Board would be serviced by this Superintendent. The Superintendent would be an employee of this Board, thereby would fit into this Board's salary schedule, and the Separate School Board would buy services from the Hamilton Board. Part of the job would be a liaison with the feeder schools.

Inquiries on the budget and how a deficit would be handled were then made by Miss Detwiler. Mr. Penner replied the school is supported by special grants, regular pupil grants and taxes from the ratepayers of the City of Hamilton. Should there be a deficit it would be handled in the same manner as the general budget for the Board in the form of a requisition to the City in the following year.

The reports were then adopted.

ELEMENTARY/SECONDARY

Notes of thanks for the Quarter Century Club dinner from Joan Morse, Doug and Joyce Laxton and Gary Goodale were read to the members. These were received and ordered filed.

Moved by Mr. McMurrich, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the report of the Development Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mrs. Deans, seconded by Mr. Mulholland: That in Clause 4, Personnel and Organization

Committee, Elementary/Secondary, the words "and that it be referred to Budget Review" be deleted, and "effective 1987 12 01" be added.

Speaking to her motion, Trustee Deans understood there is a real need now for Learning Resource Teachers, and she urged the members to take steps this evening to have the teachers hired immediately.

Trustee Mulholland felt the needs of these students were overlooked, and this should be a priority of the Board.

In reply to Trustee Detwiler's question as to how many teachers this would be, the Director replied four L.R.T.'s.

The amendment was then adopted.

The report, as amended, was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: H. Bigras.

Officials Present: K. Rielly (Associate Director of Education), J. Singer (Deputy Administrator - Buildings).

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the request of Richard Sabourin to relinquish the Minor Headship (Guidance) position for the 1987-88 school year be approved.

(b) That Lucienne Rowan be appointed to the position of Acting Minor Head of Department (Guidance) for the 1987-88 school year.

(c) That the following trip request be approved:

(i) G. P. Vanier, Grades 11-13, Paris, France, 1988 03 12-20, (Saturday to Sunday - March Break).

2. That the regular monthly meeting of the French Language Education Council be held on the Tuesday prior to the first Thursday of the month.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 10 21.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustee Van Horne, Messrs. Massouh and Lavoie.

Officials Present: J. Penner (Business Administrator/Treasurer), J. Singer (Deputy Administrator - Buildings), P. Shewfelt (Manager, Accounting and Budget)

The Council recommends:

GENERAL

1. That the next regular meeting of the French Language Education Council be held on Wednesday, 1987 12 02 at 19:00 hours.

Respectfully submitted,

Mr. HUBERT PAQUIN,
Chairman.

Committee Room,
1987 11 03.

REPORT OF THE DEVELOPMENT COMMITTEE

Present: Margaret Cunningham (Chairman), Trustees Barker, Baskin, Kennedy, Vine and Van Horne.

Also Present: Trustees Clarke, Detwiler, Hicks, Lowe, Rogers and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), J. Penner (Business Administrator/Treasurer), C. McKague (Superintendent of Curriculum and Special Services), P. Shewfelt (Manager, Accounting and Budget), J. Forrester (Area Superintendent), L. McLachlan (Area Superintendent), D. Rothwell (Area Superintendent), F. Kelly (Area Superintendent), R. Kennedy (Area Superintendent), L. Dixon (Manager, Computer Services), D. Calder (Supervisor, Physical and Health Education), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation be referred to Budget Review:

That the Hamilton Board of Education coordinate the implementation of a program to provide the necessary information systems to meet the Board's needs, and that the resources and requirements for this program be detailed in the 1988 Budget.

2. That the report re AIDS (Acquired Immune Deficiency Syndrome) Education be accepted for information.

ELEMENTARY/SECONDARY

1. That the Board of Education for the City of Hamilton approve the pilot testing of IBM equipment and software for the IBM Microcomputer Music Program as outlined in the report to the Development Committee on 1987 11 05, on a one year trial basis, with a report to the Board no later than January, 1989.

Respectfully submitted,

Board Room,
1987 11 05.

MARGARET CUNNINGHAM,
Chairman.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

SECOND REPORT

Present: Robert McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Rogers and Van Horne.

Also Present: Trustees Barker, Baskin, Bell, Clarke, Hicks, Mulholland, Paquin, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director), Mr. J. Penner (Business Administrator/Treasurer), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings), Mr. F. Kelly (Area Superintendent), Mr. R. Kennedy (Area Superintendent), Mr. L. McLachlan (Area Superintendent), Mr. D. Rothwell (Area Superintendent), Mr. A. Stockwell (Area Superintendent), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the Board of Education for the City of Hamilton support the following resolution by O.P.S.T.F. and inform the Ministry of Education of this support:

(a) That O.P.S.T.F., through O.T.F., petition the Ministry of Education to develop and implement curriculum to establish courses in parenting. This course should have units of work appropriately designed for the Junior, Intermediate and Senior Divisions.

2.(b) That the report from the Officials on Implementation of Child Abuse Prevention Curriculum be received for information.

3. That the report from the Officials on Semestering be received for information.

4. That the following recommendation from the report on Introductory Computer Studies (Grade 10) be approved:

(a) That courses in Introductory Computer Studies (Grade 10) continue to be offered in secondary schools until June 30, 1990.

5. That the following recommendations of the Director of Education be approved:

(a) That, subject to support from other neighbouring School Boards, the Board of Education for the City of Hamilton assume its share, based on usage, of the cost of staffing the student visitation program of the Nature Interpretive Centre, Royal Botanical Gardens for the 1988-1989 academic year.

6. That the report from the Business Administrator/Treasurer regarding the Preliminary 1988 Capital Expenditure Forecast be approved by the members and submitted to the Ministry of Education.

7. That the following report from the Business Administrator/Treasurer regarding the Year-End Holidays be received for information:

Thursday, 1987 12 24 - 12:00 Noon Closing

Friday, 1987 12 25 - Christmas Day

Monday, 1987 12 28 - For Boxing Day - 1987 12 26

Thursday, 1987 12 31 - 12:00 Noon Closing

Friday, 1988 01 01 - New Year's Day.

8. That the following recommendation from the report on Technical Studies be approved:

(a) That an amount of \$280,000 be allocated in the 1988 budget to implement year two of the plan.

9. That the account payment of \$25,099.40 to Evans, Philp to cover the period January 1, 1987 to August 31, 1987 be approved.

10. That the bid of \$423,000 for G. F. Vulker Real Estate and partners (- or - Robert S. Shelley, Guilio Divitantonio & Ettore d'Andrea and Gerald Vulker) for the purchase of Lot 4, Concession 1, Glanford, not be accepted, and that the site be retendered in the spring of 1988.

11. That the final plans for Agnes Macphail School - Ecole Secondaire Georges P. Vanier be approved, and that authorization be granted for the calling of tenders.

12. That the Board of Education for the City of Hamilton sell to the City, a portion of land in Albion Falls Neighbourhood for the Hamilton Mountain Transportation Corridor project (the

east-west mountain freeway), being an area of 7,750 square feet for a price of \$8,895.00, and that the purchaser also pay any costs including legal and survey costs in this sale.

13. That the agreement between the Board of Education for the City of Hamilton and the City of Hamilton under the Local Improvement Act, be approved as presented to the members under the same terms and conditions as approved on April 8, 1980.

14. That the Staffing Report be received for information.

15. That the Board of Education for the City of Hamilton supports, in principle, the concept of one Trustee voice to speak on behalf of public education in the Province of Ontario.

16. That the following report of the Special Education Advisory Committee be approved:

1. That the recommendations in the Report of the Subcommittee on Accessibility, October, 1987 be forwarded for implementation to the appropriate committee:

(a) That Category A and B schools be upgraded to meet the Ministry of Education suggested requirements for disabled students through a three year Board plan which takes into account necessary financial arrangements.

(b) That Category C schools have an additional two year time frame for upgrading. Where necessary, appropriate lifting devices may be purchased by the Board to extend the accessibility of these schools.

(c) That whenever a disabled, but not wheelchair bound, child from within the catchment area of a Category D school is presented for enrolment at the school, there be consultation with the parent, principal, appropriate therapist and consultant to discuss the student's intellectual needs, physical capacities and the barriers of the school.

(d) That a current list of the major school physical barriers, by school area, be prepared by the Building Administrator on a regular basis, to be shared with:

- | | |
|--------------------------------|---------------|
| - concerned parents | - counsellors |
| - special education department | - consultants |
| - principals | - SEAC |
| - area superintendents | |

The Ministry of Education checklist (see Appendix 1), will be used to compile information about Category A, B, and C schools.

(e) That in the provision of new buildings, additions and renovations, the Board will strive to meet the Ministry of Education's suggested requirements for disabled students as listed in Appendix 1.

(f) That the school fire procedures for disabled persons be amended so that local conditions and particular disabilities and needs can be properly addressed:

- Each school with disabled persons will develop its own school evacuation plan in consultation with the Fire Department's School Liaison Officer.
- The disabled person's therapist, appointed through Home Care, be involved in the planning.
- Each year, a list of schools that will be housing disabled persons in September be sent to the Fire Department School Liaison Officer in June so that fire plans can be checked and revised.
- The Board take legal advice on the question of able-bodied students or staff helping disabled persons in a fire alarm situation, and that parents be informed if their children have been asked to assist disabled persons during an emergency.
- The parents of disabled students be informed of the evacuation procedures in the school their child is attending.
- The Board purchase a suitable evacuation device where circumstances deem it necessary for fire evacuation plans in any school on the recommendations for the Schools' Fire Prevention Officer and the student's Home Care Worker.

(g) That there be an annual collection of statistics of disabled persons within the system to be presented for information to SEAC and the implementation of a tracking mechanism.

(h) That this report be shared with the teachers' federations and other staff associations, indicating that staff should pursue accessibility difficulties with the Affirmative Action Coordinator.

2. That the meeting date of the Special Education Advisory Committee be changed to the third Wednesday of each month, commencing January, 1988.

17. That the following report of the Supervised Alternative Learning for Excused Pupils Committee be approved:

(a) That the Statistical Report for 1986-1987 be approved as presented to the members.

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS (SALEP)

1986 - 1987

	14 Years Old		15 Years Old		Total	
	Boys	Girls	Boys	Girls	Boys	Girls
1. No of students on approved programs requiring part-time attendance at school.....	1	—	5	5	6	5
2. No. of students on approved programs including some formal education, such as night school or correspondence course(s).....	3	1	2	7	5	8
3. No. of students on approved programs with no school component required.....	5	2	26	17	31	19
4. SUBTOTAL: No. of students not attending full-time day school (Add #1 + #2 + #3).....	9	3	33	29	42	32
5. No. of students processed by SALEP Committee, but required to attend school full-time.....	—	—	—	—	—	—
6. TOTAL No. of Applications (Add #4 + #5).....	9	3	33	29	42	32
PROGRAM ENROLLED IN AT TIME OF RELEASE						
A. Elementary:—Gr. 7	—	—	—	—	—	—
Gr. 8	—	1	—	—	—	1
B. Secondary:—Vocational, Level IX	9	2	19	7	28	9
Vocational, Level X	—	—	3	—	3	—
Composite, Level IX	—	—	11	14	11	14
Composite, Level X	—	—	—	8	—	8
C. No. of Students Not Attending Full-Time School (Add A + B = #4 above)	9	3	33	29	42	32

(b) That the following policy for the Supervised Alternative Learning for Excused Pupils Committee of the Board of Education for the City of Hamilton be adopted:

- (a) That various community agencies be invited to participate in our SALEP procedures (e.g., Children's Aid Society, Probation, Youth Employment, Immigration and Manpower, Chamber of Commerce).
- (b) That the SALEP Coordinating Committee, consisting of trustees, a supervisory officer, and community representatives if possible, meet annually to:
 - review the Annual SALEP report.
 - review procedures.
- (c) That working SALEP committees, consisting of a quorum of three (one supervisory officer, one community representative, and one trustee) be established and on an on-going scheduled basis process and review SALEP applications according to regulations and procedures. Each working committee shall be chaired by a trustee.

18. That 75 students receive a Memorial Bursary in the amount of \$75 each per month, retroactive to 1987 09 01, and that 8 students receive discretionary-limited assistance in the amount of \$150 each.

19. That the monthly amount for the Memorial Bursaries be increased from \$75 to \$85 per month.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Associate Director of Education be approved:

- (a) That the following trip requests be approved:
 - (i) Delta, Grades 11-13, London - Paris, 1988 03 10-19 (Thursday to Saturday)
 - (ii) Glendale, Grades 9-13, Basketball Team, Dunkirk, N.Y., 1987 12 03 and 1987 12 05-06 (Saturday to Sunday)
 - (iii) Glendale, Grades 9-13, Basketball Team, Ann Arbor, Michigan, 1987 12 18-22 (Friday to Tuesday)
 - (iv) Glendale, Grades 10-13, Paris, France, 1988 03 10-19 (Thursday to Saturday)
 - (v) Hill Park, Grades 11-12, Outdoor Education, Talisman Ski Resort, 1988 01 14 (Thursday)

(vi) Hill Park, Grades 12-13, New York City, New York, 1988 01 29-31 (Friday to Sunday)

(vii) Hill Park, Grades 9-11, Outdoor Education, Talisman Ski Resort, 1988 02 11 (Thursday)

(viii) Sir Allan MacNab, Grades 9-10, Ottawa, 1987 11 25-27 (Wednesday to Friday)

(ix) Sir Winston Churchill, Grades 11-13, Paris, France, 1988 03 10-19 (Thursday to Saturday)

(x) Westmount, Paris, France, 1988 03 10-18 (Thursday to Friday)

(xi) C. B. Stirling, Grade 7, Camp Wanakita, 1988 02 17-19 (Wednesday to Friday)

(xii) Adelaide Hoodless, Grades 7-8, Ottawa, 1988 02 10-12 (Wednesday to Friday)

(xiii) G. L. Armstrong, Grade 8, Quebec City, Quebec, 1988 02 17-20 (Wednesday to Saturday)

(xiv) G. L. Armstrong, Grade 6, Camp Wanakita, 1988 05 18-20 (Wednesday to Friday)

(xv) Hampton Heights, Grade 8, Quebec City, Quebec, 1988 02 17-20 (Wednesday to Saturday)

(xvi) Hampton Heights, Grade 7, Sudbury, 1988 06 01-03 (Wednesday to Friday)

(xvii) Hampton Heights, Grade 8, Ottawa, 1988 05 31-06 03 (Tuesday to Friday)

(xviii) Lake Avenue, Grades 6-7, Outdoor Education, Camp Wanakita, 1988 01 24-27 (Sunday to Wednesday)

(xix) Lawfield, Grade 8, Ottawa, 1988 02 10-12 (Wednesday to Friday)

(xx) Ryerson, Grades 6-8, Outdoor Education, 1988 02 14-17 (Sunday to Wednesday)

(xxi) Glendale, Grades 9-13, Band, California, 1988 03 09-16 (Wednesday to Wednesday)

(xxii) Westmount, St. Thomas, Ontario, 1987 12 05 (Saturday)

(xxiii) C. B. Stirling, Grade 8, Quebec City, 1988 06 08-11 (Wednesday to Saturday)

(xxiv) Glen Brae, Grade 8, Quebec City, 1988 04 13-16 (Wednesday to Saturday)

(xxv) Hampton Heights, Grade 6, Camp Wanakita, 1988 06 12-15 (Sunday to Wednesday)

(xxvi) Westview, Grade 8, Ottawa, 1988 04 14-15 (Wednesday to Friday)

2. That the following recommendations from the Immunization Research Study Report be approved:

(a) That the Board of Education for the City of Hamilton co-operate with the Hamilton-Wentworth Region Department of Health Services and support the Health Department's request to conduct research relative to student immunization.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room,
1987 11 10.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

SECOND REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Webb, Paquin and Van Horne.

Also Present: Trustees Barker, Baskin, Deans, Detwiler, Kennedy and Rogers.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), A. Stockwell (Area Superintendent), R. Kennedy (Area Superintendent), L. McLachlan (Area Superintendent), J. Forrester (Area Superintendent), D. Rothwell (Area Superintendent), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following persons be appointed to the Caretaking and Maintenance Staff, on three months probation as Assistant Caretakers, effective as shown, with wage rates according to the Collective Agreement:

Julie Oakes, 1987 11 02
Lorenzo Marino, 1987 11 02
John Chaston, 1987 11 02
Peter Bowker, 1987 11 30
Ronald Guitard, 1987 11 30

(b) That the following persons be appointed to the probationary Cleaning Staff, effective as shown, with wage rates according to the Collective Agreement:

Barbara Anguish, 1987 10 19
Sandra Curran, 1987 10 05
Beatrice Dionne, 1987 10 26
Catherine Forrest, 1987 10 19

Elizabeth Gregg, 1987 11 02
Janet Mahoney, 1987 10 26
Cheryl Myke, 1987 10 26
Catherine Pilon, 1987 10 26
Eileen Ratford, 1987 10 20
Connie Sagreca, 1987 11 02
Jadze Stanaitis, 1987 10 19
Tu-Viet Truong, 1987 10 26

(c) That the appointment of Paul Gordon as Acting Consultant of Business Education be extended until 1988 08 31, with salary according to schedule.

(d) That the resignation of Dr. Solomon Tancoo, Consultant, Psychological Services, who is retiring on superannuation, be accepted with regret effective 1988 01 31, and that the Board's retirement gratuity be paid.

(e) That the resignation of Lorne McLachlan, Area Superintendent, who is retiring on superannuation, be accepted with regret effective 1987 12 31.

(f) That the resignation of Blair M. Eddy, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1987 11 30, and that the Board's retirement gratuity be paid.

(g) That the resignation of M. Gabrielle Lee, Clerical Staff, be accepted effective 1987 10 30.

(h) That the following persons be promoted to the classification level of Assistant Caretaker, Caretaking and Maintenance Staff, effective 1987 11 02, with wage rates according to the Collective Agreement:

Yolande Fortier
Cheryl Myke

(i) That Jane Lewis, Clerical Staff, be granted a Maternal Leave of Absence, effective 1988 02 15, in accordance with the Employment Standards Act.

(j) That the following persons be granted Personal Leaves of Absence from the Clerical Staff, effective as shown:

Angela Gaspari, 1987 11 30 until 1988 02 26
Laura Labate, 1987 12 14 until 1988 04 15

(k) That the resignation of Marylisa Thomson, Administrative Staff, be accepted effective 1987 11 27.

(l) That the resignation of James C. Bowden, Administrative Staff, be accepted effective 1987 11 30.

(m) That Frank Collis be confirmed in the position of Secondary School Foreman, effective 1987 11 10.

(n) That Howard Gardiner be confirmed in the position of Equipment Repair Technician II, effective 1987 11 03.

(o) That Ruth Simons be confirmed in the position of Speech/Language Pathologist, effective 1987 11 17.

(p) That Chris Chutko, Clerical Staff, be promoted to the position of A V Equipment and Supply Clerk, Media Services, (Category D, maximum \$449.00 per week), effective 1987 11 02, with salary according to the salary schedule.

2. That the report of the Affirmative Action Committee be received, and that the Budget portion of the report be referred to the Budget Review Committee.

3. That the report of the Salary Committee re the endorsement of the Metropolitan Toronto School Board's recommendations concerning the employment of Continuing Education Teachers be approved.

4. That the Role Descriptions and Competency Model for Superintendent of Curriculum, Special and Educational Services, Superintendent of Plant, Superintendent of Schools, Area Supervisors and Assistant Superintendent of Curriculum be approved.

5. That John Penner be appointed to the position of Superintendent of Finance, effective 1988 01 01 until 1988 10 31.

6. That the report "Additional Staff Requests To Meet the Needs of Students Requiring Special Services" be approved as it pertains to Speech/Language Pathologist, Speech Assistants and ESL/D Consultant, and that it be referred to Budget Review.

7. That the Director's Evaluation on the 1987 Goals and Objectives be received.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Paul Brown, 1987 09 23 to further notice
Lynda Bucciero, 1987 09 08 to further notice
Marjorie Cooke, 1987 09 29 to further notice
Marilyn L. de Pass, 1987 09 08 to 1987 10 09 (1.0)
1987 10 13 to further notice (.5)
Linda Kidney, 1987 11 02 to 1987 12 18
Mark Kislinsky, 1987 10 08 to further notice
Michael McKague, 1987 09 21 to further notice
Judith A. Meertens, 1987 11 02 to 1988 02 26
George Pater, 1987 10 05 to further notice
Eileen Strachan, 1987 12 14 to 1988 04 08
Anne P. Thomson, 1987 10 13 to 1988 06 30 (.5)
Leslie H. Wallace, 1987 10 13 to 1988 02 05 (.5)
Carol Zapotochny, 1987 10 28 to further notice

(b) That the resignation of D. Betty Tuff, who is retiring on superannuation, effective 1987 12 31, be accepted with regret, and that the Board's retirement gratuity be paid.

(c) That the resignation of Betty Brill, Educational Assistant, for the purpose of retirement be accepted with regret effective 1987 11 27, and that the Board's retirement gratuity be paid.

(d) That Mary Berzaitis, Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C, maximum \$408.00 per week), effective 1987 10 26, with salary according to the salary schedule.

(e) That the following teachers be returned from Leaves of Absence, and assigned to teaching duties, effective as shown:

Susan Adler, 1987 11 30
Elizabeth D'Angelo, 1987 10 26
Elaine Smith, 1987 11 02
Nancy Turnbull, 1987 12 01
Jacqueline Volterman, 1987 10 19

(f) That Josephine Aurini, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1987 11 09.

Laurie Gregory, 1987 11 30 to 1988 03 25
Marion Liscombe, 1987 11 30 to 1988 03 25
Deborah Pamukoff, 1987 11 16 to 1988 03 11 (.5)
Kerri Wall-Wilson, 1987 12 09 to 1988 04 05 (.5)
Judith Whidden, 1987 10 19 to 1988 02 12
Kay Zabel, 1987 12 14 to 1988 04 08

Jane Couper, from .6667 to 1.0 (Semester 1), 1987 11 06
from 1.0 to .6667 (Semester 2)
Diane Parente, from .5 to 1.0, 1987 11 16 to 1988 03 11
David Phillips, from .8 to 1.0, 1987 10 19
Richard Pickett, from .6667 to 1.0, 1987 09 21 (Semester 1)

(n) That the appointment of Anne Cliffe to the Occasional Staff, approved at the October meeting, be changed to 1987 09 16 to further notice.

(o) That the resignation of Shirley Thackeray, who is retiring on superannuation, effective 1987 12 31, be accepted with regret, and that the Board's retirement gratuity be paid.

(p) That Susan Bouchard, Elementary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 01 12, in accordance with the Employment Standards Act.

(q) That Marianna Tulumello-Cappelletti, Secondary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1987 11 16 until 1988 02 15.

2. That the following recommendations of the Director of Education be approved:

(a) That John Leek be appointed to the position of Acting Principal of an Elementary School, effective 1988 01 01, with salary according to schedule.

(b) That Erin-Blythe Reddie be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1988 01 01, with salary according to schedule.

3. That the Board rescind the leave of absence granted to Wendy Cole for the 1991-1992 school year, effective 1991 09 01 to 1992 08 31, and approve her request to withdraw from the Salary Holdback Plan ("4 Over 5").

Clause 4 Amended at Board.

4. That the report re "Additional Staff Requests To Meet the Needs of Students Requiring Special Services" be approved as it pertains to Learning Resource Teachers—effective 1987 12 01, [and that it be referred to Budget Review—deleted].

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 11 12.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Mr. I. Massouh (Principal - Vanier), Mr. H. Bigras (Vice-Principal - Vanier).

Official Present: Mr. R. Kennedy (Area Superintendent).

The Council recommends:

(a) That the Board of Education hire a Francophone Superintendent for a period of five years renewable.

(b) That 50% of the time be made available for purchase by the Hamilton-Wentworth Roman Catholic Separate School Board's French Language Education Council.

(c) That the position of Francophone Superintendent be advertised internally and externally, immediately, according to Board policy and practice and that the position commence 1988 01 01.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1987 11 11.

**ANNUAL
FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
for the
Year Ended December 31, 1987**

AUDITORS' REPORT

To the Supporters of The Board of
Education for the City of Hamilton.

We have examined the Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1987, the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Board as at December 31, 1987, the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements applied on a basis consistent with the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Ontario,
March 18, 1988.

**The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1987
(with comparative figures for 1986)**

ASSETS

Current Assets	1987	1986
Cash and Short-term Deposits	\$25,612,591	\$24,660,721
Accounts Receivable		
Other School Boards	2,347,791	70,806
Government of Ontario	3,629,205	4,291,928
Other	539,349	388,924
Prepaid Expenses	245,880	43,382
Other Current Assets	156,700	169,065
	<u>32,531,516</u>	<u>29,624,826</u>
Capital Outlay to be Recovered		
In Future Years - Note 1(b)	3,592,882	5,524,153
	<u>\$36,124,398</u>	<u>\$35,148,979</u>

LIABILITIES

Current Liabilities	1987	1986
Accounts Payable		
Over-Requisition (Elementary) Note 1(d)	\$ 927,323	\$ 538,549
Over-Requisition (Secondary) Note 1(d)	1,027,265	40,971
Trade Payables and Accrued Liabilities	8,411,560	8,343,324
Reserve for Assessment Appeal - Note 3		
(Elementary)	438,000	
(Secondary)	322,000	
Reserve for Tax Reduction - Note 4		
(Secondary)	545,000	
Deferred Income	1,644,488	1,794,170
	<u>13,315,636</u>	<u>10,717,014</u>
Net Long-term Liabilities - Note 5	3,592,882	5,524,153
Reserve for Working Funds - Note 1(c)	5,000,000	5,000,000
Equity in Reserve Funds - Note 1(c)	14,215,880	13,907,812
	<u>\$36,124,398</u>	<u>\$35,148,979</u>

The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1987
(with comparative figures for 1986)

	1987		1986	
	Elementary	Secondary	Total	Total
EXPENDITURE				
Business Administration	\$ 1,228,907	\$ 1,316,994	\$ 2,545,901	\$ 2,645,455
General Administration	617,871	662,160	1,280,031	1,136,282
Computer Services	534,367	637,491	1,171,858	1,114,216
Instruction	79,833,287	59,848,783	139,682,070	132,184,979
Plant Operation and Maintenance	12,692,541	9,877,895	22,570,436	22,113,667
Transportation	3,223,424	374,674	3,598,098	3,148,120
Tuition Fees	30,242	1,544,000	1,574,242	535,071
Capital Expenditure (Non-Allocable)	1,722,390	525,059	2,247,449	2,150,245
Debt Charges - Note 6	713,409	1,581,211	2,294,620	2,501,591
Other Operating Expenditure	1,348,549	1,990,018	3,338,567	2,946,217
Non-operating Expenditure Excluding Transfers to Reserves	710,424	537,038	1,247,462	1,237,495
Total Expenditure	<u>102,655,411</u>	<u>78,895,323</u>	<u>181,550,734</u>	<u>171,713,338</u>
RECOVERY OF EXPENDITURE				
Other School Boards - Tuition Fees & Miscellaneous ..	616,306	5,404,355	6,020,661	2,520,517
Government of Ontario - Miscellaneous	101,724	249,962	351,686	406,062
Government of Canada	101,329	538,129	639,458	563,666
Individuals - Tuition Fees	114,079	487,386	601,465	496,991
Other Revenue Excluding Transfers from Reserves	2,445,525	1,257,436	3,702,961	3,557,104
Total Recovery of Expenditure	<u>3,378,963</u>	<u>7,937,268</u>	<u>11,316,231</u>	<u>7,544,340</u>
Net Expenditure	<u>\$ 99,276,448</u>	<u>\$ 70,958,055</u>	<u>\$ 170,234,503</u>	<u>\$ 164,168,998</u>

FINANCING OF NET EXPENDITURE

Government of Ontario				
General Legislative Grants	\$ 35,694,994	\$ 23,328,723	\$ 59,023,717	\$ 52,311,923
Local Taxation				
Previous Year's Over (Under) Requisition				
Note 1(d)	355,468	179,050	534,518	2,304,169
Local Taxation Raised in Current Year	64,486,760	48,703,508	113,190,268	103,857,318
Refund of Taxes for Reasons of Employees'				
Withdrawal of Services	—	—	—	5,443,253
Decrease (Increase) in Reserves Other than				
Reserve for Refund of Taxes	104,549	641,039	745,588	831,855
	<u>64,946,777</u>	<u>49,523,597</u>	<u>114,470,374</u>	<u>112,436,595</u>
To be Applied to the Following Year's Taxation				
Reserve for Assessment Appeal - Note 3	(438,000)	(322,000)	(760,000)	—
Reserve for Refund of Taxes - Note 4	—	(545,000)	(545,000)	—
Net Under (Over) Requisition - Note 1(d)	(927,323)	(1,027,265)	(1,954,588)	(579,520)
Total Financing	<u>\$ 99,276,448</u>	<u>\$ 70,958,055</u>	<u>\$170,234,503</u>	<u>\$164,168,998</u>

**The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1987
(with comparative figures for 1986)**

Capital Expenditure	1987	1986
Fixed Assets and Work in Progress		
Buildings	\$2,215,234	\$2,139,324
Furniture and Equipment	1,862,964	1,772,033
School Sites and Improvements to Sites	32,215	10,921
Total Capital Expenditure	<u><u>\$4,110,413</u></u>	<u><u>\$3,922,278</u></u>
 Capital Financing		
Capital Expenditure from the Revenue Fund ...	<u>\$4,110,413</u>	<u>\$3,922,278</u>
Total Capital Financing	<u>\$4,110,413</u>	<u>\$3,922,278</u>

RESERVE FUND STATEMENT OF CONTINUITY
for the Year Ended December 31, 1987
 (with comparative figures for 1986)

	1987		1986
	Capital	Retiring Gratuities	Total
Balance, December 31, 1986	\$ 6,630,531	\$ 7,277,281	\$13,907,812
Total amount provided during year from the Revenue Fund	1,214,908	1,321,000	2,535,908
Earnings on Reserve Fund investments	496,871	556,785	1,053,656
	8,342,310	9,155,066	17,497,376
Transfers to the Revenue Fund	1,231,035	2,050,461	3,281,496
Balance, December 31, 1987	<u>\$ 7,111,275</u>	<u>\$ 7,104,605</u>	<u>\$14,215,880</u>
			<u>2,996,721</u>
			<u>16,904,533</u>
			<u>1,241,084</u>
			<u>2,164,866</u>
			<u>\$13,498,583</u>

**The Board of Education for the City of Hamilton
NOTES TO FINANCIAL STATEMENTS
For The Year Ended December 31, 1987**

1. ACCOUNTING PRINCIPLES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting except that no provision is made for interest on unmatured debenture debt from the date of payment to the end of the fiscal year.

(b) Fixed Assets

Fixed assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Fixed assets, described as capital outlay to be recovered in future years, are included on the balance sheet only to the extent of the balances of the related net long-term liabilities outstanding.

(c) Reserves and Reserve Funds

Reserves and reserve funds represent funds appropriated for general and specific purposes and are charged or credited to revenue fund operations in the year appropriated or drawn down. The amounts in reserves and reserve funds are approved by the Board and are within the limits defined in the Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

(e) Supplementary Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year.

2. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. \$2,050,460 and \$2,179,775 in retiring gratuities were paid during 1987 and 1986 respectively. An amount of \$7,104,604 is provided by way of a reserve fund. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1987 is \$22,748,091. Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

3. RESERVE FOR ASSESSMENT APPEAL

As a result of the Ontario Municipal Board decision to allow a reduction in property tax assessment to Dofasco Inc. for the years 1983 to 1986 and Dofasco's subsequent appeal for a reduction in its 1987 and 1988 assessments, the school board has established a reserve to recognize its potential net loss of \$760,000 in tax revenues for the years 1983 to 1987 inclusive.

In this regard, the school board has authorized the Regional Assessment Commissioner, on its behalf, to appeal the Dofasco Inc. decision by the Ontario Municipal Board. If this appeal is successful, the funds credited to the reserve will be released for return to the ratepayers.

4. RESERVE FOR 1988 TAX REDUCTION

Legislation requires that where monies raised by a school board through local taxation is not required by reason that salaries and wages of employees are not paid because of a strike or lock-out of such employees during the year, the net savings are to be placed in reserve and are to be used to reduce the requirement for local taxation in the following year.

During 1987, a disputed amount was resolved in respect of a strike in 1985. This has resulted in a net saving to the school board and, accordingly the Board has placed monies in reserve, calculated in accordance with Regulation 255 of the Education Act, for return to the ratepayers in the form of a 1988 tax reduction of \$545,000.

5. NET LONG-TERM LIABILITIES

Of the net long-term liabilities outstanding of \$3,592,882, principal amounting to \$3,324,823 plus interest amounting to \$564,811 is payable over the next five years as follows:

	Principal	Interest	Total
1988	\$1,321,788	\$ 245,777	\$1,567,565
1989	1,008,934	154,006	1,162,940
1990	594,105	91,728	685,833
1991	318,015	44,715	362,730
1992	81,981	28,585	110,566
	<u>\$3,324,823</u>	<u>\$ 564,811</u>	<u>\$3,889,634</u>

6. DEBT CHARGES

The Revenue Fund expenditure for debt charges includes principal and interest payments as follows:

	Elementary	Secondary
Principal payments on long-term liabilities	\$ 583,049	\$1,348,222
Interest payments on long-term liabilities	130,360	232,989
	<u>\$ 713,409</u>	<u>\$1,581,211</u>

7. PENSION PLAN COSTS

All non-teaching employees of the school board are eligible to be members of the Ontario Municipal Employees Retirement System which is a multi-employer final average pay contribution plan. Employer contributions made to the plan during the year by the Board amounted to \$1,367,260 (1986 \$1,320,284). Those amounts have been included in employee benefits expense in the Schedule of expenditure.

Not shown in the financial statements of the Board are the employer's contributions to the Teacher's Superannuation Fund. The funding for such is provided by the Provincial Government.

8. ONTARIO SCHOOL BOARD EXCHANGE

The school board joined, effective October 1, 1987 for a five year period, the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licenced under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks.

**AUDITORS' REPORT
ON THE TRUST FUNDS ADMINISTERED BY
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

To the Members of
The Board of Education
for the City of Hamilton

We have examined the Trust Funds Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1987 and the Statement of Trust Funds Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Trust Funds as at December 31, 1987 and the changes in their surplus for the year then ended in accordance with the basics of accounting described in the note to the financial statements, applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Ontario,
March 4, 1988.

The Board of Education for the City of Hamilton

TRUST FUNDS BALANCE SHEET

For the Year Ended December 31, 1987

ASSETS

Cash in Bank	\$ 6,439
Investments, at cost (market value \$67,105)	69,851
	<u>\$76,290</u>

SURPLUS

Capital Funds	\$69,851
Unexpended Income	6,439
	<u>\$76,290</u>

STATEMENT OF TRUST FUND SURPLUS

	Capital Funds	Unexpended Income	Total
Balance, January 1, 1987	\$69,851	\$ 6,080	\$75,931
Revenue			
Interest Received		6,034	6,034
	<u>69,851</u>	<u>12,114</u>	<u>81,965</u>
Expenditure			
Awards		5,675	5,675
Balance, December 31, 1987	<u>\$69,851</u>	<u>\$ 6,439</u>	<u>\$76,290</u>

Note to Financial Statements

Significant Accounting Policy

Revenue and expenditure are recorded on the cash basis.

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
TRUST FUNDS
SCHEDULE OF INVESTMENTS
As at December 31, 1987

	Dom. of Can. 3%	Gov't of Can. 11.5%	Gov't of Can. 5%	First City Trust 9.25%	Total
	Sept. 15/96	Dec. 15/93	June 1/88	June 16/88	
A. D. Needle Trust Fund Award	\$	\$	\$	\$	\$
A. Morrell Memorial Scholarship		2,977.50		2,800.00	2,800.00
Art Scholarship	3,350.00			430.50	3,408.00
Miss Susan E. Bennetto Award			1,000.00	1,750.00	5,100.00
Buchan Medal Award	800.00			116.25	1,116.25
Sir John A. Macdonald Secondary School Award ..	1,117.00			250.00	1,050.00
Ezra E. Parkhouse Prize				1,000.00	2,117.00
Frank A. Magee Award				100.00	100.00
George R. Allan Prize				211.50	211.50
L. George Russell Award				200.00	200.00
Hamilton Draftsmen's Association Prize			100.00	343.50	343.50
Hess Street School Reunion Award				3,750.00	3,850.00
H. H. Lowden Award				500.00	500.00
Ida Robb Award			100.00	1,550.00	1,550.00
Strathcona Reunion Committee Award				1,174.35	1,274.35
John McCullough Award	400.00			600.00	600.00
Sir John M. Gibson Award				50.00	450.00
James Johnson Memorial Award	600.00			1,100.00	1,100.00
Lawrence Munroe Scholarship				9,416.18	10,016.18
Muriel Eastman Scholarship in English			300.00	9,503.60	9,503.60
Memorial Award	2,233.00			28.87	328.87
				3,700.00	5,933.00

McIlwraith War Memorial Award	150.00	150.00
George R. Parke Award	590.00	590.00
Ruth Cole Award	594.37	594.37
Sino-Canadian Friendship Award	4,561.40	4,561.40
Thomas F. McIlwraith Award	200.00	200.00
Vern Ames Prize in Mathematics	7,202.75	7,202.75
Wm. Alexander Lees Memorial Award	5,000.00	5,000.00
	<u>\$ 1,500.00</u>	<u>\$69,850.77</u>
	<u>\$ 2,977.50</u>	<u>\$56,873.27</u>
	<u>\$ 3,168.90</u>	<u>\$56,873.27</u>
Market Value, December 31, 1987	<u>\$ 1,473.75</u>	<u>\$67,104.67</u>

The Board of Education for the City of Hamilton

TRUST FUNDS

SURPLUS

As at December 31, 1987

Capital

A. D. Needle Trust Fund Award	\$2,800.00
A. Morrell Memorial Scholarship	3,408.00
Art Scholarship	5,100.00
Miss Susan E. Bennetto Award	1,116.25
Buchan Medal Award	1,050.00
Sir John A. Macdonald Secondary School Award	2,117.00
Ezra E. Parkhouse Prize	100.00
Frank A. Magee Award	211.50
George R. Allan Prize	200.00
L. George Russell Award	343.50
Hamilton Draftsmen's Association Prize	3,850.00
Hess Street School Reunion Award	500.00
H. H. Lowden Award	1,550.00
Ida Robb Award	1,274.35
Strathcona Reunion Committee Award	600.00
John McCullough Award	450.00
Sir John M. Gibson Award	1,100.00
James Johnson Memorial Award	10,016.18
Lawrence Munroe Scholarship	9,503.60
Muriel Eastman Scholarship in English	328.87
Memorial Award	5,933.00
McIlwraith War Memorial Award	150.00
George R. Parke Award	590.00
Ruth Cole Award	594.37
Sino-Canadian Friendship Award	4,561.40
Thomas F. McIlwraith Award	200.00
Vern Ames Prize in Mathematics	7,202.75
Wm. Alexander Lees Memorial Scholarship	5,000.00
	\$69,850.77

The Board of Education for the City of Hamilton**TRUST FUNDS****SURPLUS****As at December 31, 1987****Unexpended Income**

A. D. Needle Trust Fund Award	\$14.13
A. Morrell Memorial Scholarship	177.64
Art Scholarship	67.64
Miss Susan E. Bennetto Award	26.14
Buchan Medal Award	17.47
Sir John A. Macdonald Secondary School Award	28.75
Ezra E. Parkhouse Prize	.11
Frank A. Magee Award	2.26
George R. Allan Prize	.78
L. George Russell Award	1.46
Hamilton Draftsmen's Association Prize	17.29
Hess Street School Reunion Award	124.84
H. H. Lowden Award	21.95
Ida Robb Award	30.08
Strathcona Reunion Committee Award	—
John McCullough Award	15.05
Sir John M. Gibson Award	7.00
James Johnson Memorial Award	6.78
Lawrence Munroe Scholarship	179.26
Muriel Eastman Scholarship in English	7.63
Memorial Award	5.79
McIlwraith War Memorial Award	.60
George R. Parke Award	2.84
Ruth Cole Award	2.64
Sino-Canadian Friendship Award	5,570.84
Thomas F. McIlwraith Award	7.88
Vern Ames Prize in Mathematics	94.77
Wm. Alexander Lees Memorial Scholarship	7.84
	<u>\$6,439.46</u>

AUDITORS' REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation.

We have examined the Balance Sheet of the Board of Education for the City of Hamilton Foundation as at December 31, 1987 and the Statement of Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Board of Education for the City of Hamilton Foundation as at December 31, 1987 and the changes in surplus for the year then ended in accordance with the basics of accounting described in the note to the financial statements, applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Ontario,
March 9, 1987

**The Board of Education for the City of Hamilton Foundation
BALANCE SHEET
For The Year Ended December 31, 1987**

ASSETS

Cash in Bank	\$ 4,106
Investments at Cost and Market	69,276
	<u>\$73,382</u>

SURPLUS

Capital Funds	\$70,985
Unexpended Income	2,397
	<u>\$73,382</u>

**STATEMENT OF SURPLUS
For the Year Ended December 31, 1987**

	Capital Funds	Unexpended Income	Total
Balance, January 1, 1987	\$53,905	\$ 1,241	\$55,146
Revenue			
Donations	16,850	1,513	18,363
Interest		6,170	6,170
Transfer from Unexpended Income	230		230
	<u>70,985</u>	<u>8,924</u>	<u>79,909</u>
Expenditure			
Awards		6,297	6,297
Transfer to Capital		230	230
		<u>6,527</u>	<u>6,527</u>
Balance, December 31, 1987	<u>\$70,985</u>	<u>\$ 2,397</u>	<u>\$73,382</u>

Note to Financial Statements

Significant Accounting Policy

Revenue and expenditure are recorded on the cash basis.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS
As at June 30, 1987

	Montreal Trust March 5/87 - June 1/88 7.50%	First City Trust June 9/87 - June 9/88 8.625%	First City Trust June 8/84 - June 8/89 13.625%	Total Investments
Andrew MacDonald Award	\$ 1,330.00	\$ 1,595.00	\$ 1,005.00	\$ 1,005.00
Carole Moule Memorial Award		405.00		2,925.00
Pat Kirby Citizenship Award			1,683.20	2,088.20
Delta Staff Association Award			250.00	250.00
Dr. Harry Paikin Memorial Fund		3,925.00		3,925.00
The Dr. E. A. Hutton Fund			2,444.27	2,444.27
Elma Darlington Award			2,000.00	2,000.00
Elva Kendall Newlands Award in Literature		2,000.00		2,000.00
English Literature Award			500.00	500.00
Emily Kirby Award in Family Studies		431.00		200.00
Gladys McAndrew Memorial Fund		500.00	1,992.56	2,423.56
G. L. Cooper Award			100.00	500.00
Hamilton Place Award			250.00	100.00
Hill Park Art Award	202.00	.55		250.00
Jansen H. H. Memorial Award				202.55
Michael Zebroski Music Scholarship Award		2,760.00		2,760.00
Lucille Laframboise Memorial Award		2,243.00		2,243.00
Megan Lawrence Alternative Education Fund				10,000.00
Miss Laura Miller Awards in Public Speaking	10,000.00	9,000.00	8,000.00	17,000.00
Seneca School Citizenship Award		50.00		150.00
Royal Oak Dairy Award			100.00	800.00
Sandi Bell Award			500.00	500.00
Sharon MacKay Trust Fund			3,474.00	3,474.00
The Doris Gasse Award			500.00	500.00
The Norman E. Reid Award			2,577.00	2,577.00
The Wm. Flannigan Geography Prizes			500.00	500.00
C. Thomas Lowe Memorial Award	550.00.	111.00	250.00	911.00
Bill Mastin Memorial Awards			7,046.98	7,046.98
	<u>\$12,082.00</u>	<u>\$23,020.55</u>	<u>\$34,173.01</u>	<u>\$69,275.56</u>

The Board of Education for the City of Hamilton Foundation

STATEMENT OF SURPLUS

For The Year Ended December 31, 1987

FOR THE CITY OF HAMILTON

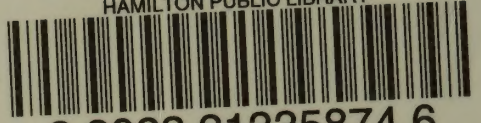
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Fund	Balance Jan. 1/87	Donations Transfers	Interest Receipts	Disbursements	Balance Dec. 31/87
Capital Funds					
Andrew MacDonald Award	\$ 1,005.00	\$	\$	\$	\$ 1,005.00
Carole Moule Memorial Award	2,088.20	3,100.00			3,100.00
Pat Kirby Citizenship Award	250.00	130.00			2,218.20
Delta Staff Association Award	3,925.00				250.00
Dr. Harry Paikin Memorial Fund	2,444.27				3,925.00
The Dr. E. A. Hutton Fund	2,000.00				2,444.27
Elma Darlington Award	2,000.00				2,000.00
Elva Kendall Newlands Award in Literature	500.00				2,000.00
English Literature Award	200.00				500.00
Emily Kirby Award in Family Studies	2,423.56	100.00			200.00
Gladys McAndrew Memorial Fund	500.00				2,523.56
G. L. Cooper Award	100.00				500.00
Hamilton Place Award	250.00				100.00
Hill Park Art Award					250.00
Jansen H. H. Memorial Award		202.55			202.55
Michael Zebroski Music Scholarship Award	2,760.00	775.28			3,535.28
Lucille Laframboise Memorial Award		2,758.00			2,758.00
Megan Lawrence Alternative Education Fund		10,000.00			10,000.00
Miss Laura Miller Awards in Public Speaking	17,000.00				17,000.00
Seneca School Citizenship Award	150.00				150.00
Royal Oak Dairy Award	800.00				800.00
Sandi Bell Award	500.00				500.00
Sharon MacKay Trust Fund	3,474.00				3,474.00
The Doris Gasse Award	500.00				500.00
The Norman E. Reid Award	2,577.00				2,577.00
The Wm. Flannigan Geography Prizes	500.00				500.00
C. Thomas Lowe Memorial Award	911.00	14.00			925.00
Bill Mastin Memorial Awards	7,046.98				7,046.98
	<u>\$53,905.01</u>	<u>\$17,079.83</u>	<u>\$</u>	<u>\$</u>	<u>\$70,984.84</u>

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For The Year Ended December 31, 1987

Fund	Balance Jan. 1/87	Donations Loans	Interest Receipts	Disbursements	Balance Dec. 31/87
Unexpended Income					
Andrew MacDonald Award	\$ 43.26	\$	\$ 143.42	\$ 140.00	\$ 46.68
Carole Moule Memorial Award			28.14		28.14
Pat Kirby Citizenship Award	8.59		270.15	266.42	12.32
Delta Staff Association Award	23		34.15	34.00	.38
Dr. Harry Paikin Memorial Fund	134.26		349.81	470.00	14.07
C.G.A. Association Award		50.00		50.00	
The Dr. E. A. Hutton Fund	47.34		345.07	200.00	192.41
Elma Darlington Award	7.15		283.09	280.00	10.24
Elva Kendall Newlands Award in Literature	45.13		91.12	122.33	13.92
English Literature Award	.97		68.18	69.00	.15
Emily Kirby Award in Family Studies	.29		27.29	27.00	.58
Gladys McAndrew Memorial Fund	3.10		316.87	300.00	19.97
G. L. Cooper Award	20.00		46.21	50.00	16.21
The Hamilton Foundation Bursary	.55	700.00	35.57	600.00	136.12
Hamilton Place Award	1.41		27.63	13.00	16.04
Hill Park Art Award	38.78		37.07	29.95	45.90
Jansen H. H. Memorial Award			1.08		1.08
Michael Zebroski Music Scholarship Award	84.71		279.71	300.00	64.42
Lucille Laframboise Memorial Award			19.52		19.52
Miss Laura Miller Awards in Public Speaking	55.95		1,529.67	460.00	1,125.62
JoAnn Lloyd Bursary		627.00		627.00	
Seneca School Citizenship Award	14.63		19.65	6.74	27.54
Royal Oak Dairy Award	19.87		112.03	100.00	31.90
Sandi Bell Award	81.09		76.63		157.72
Sharon MacKay Trust Fund	95.92		480.61	500.00	76.53
The Doris Gasse Award	.47		68.60	68.00	1.07
The Norman E. Reid Award	10.01		357.10	360.00	7.11
The Wm. Flannigan Geography Prizes	2.50		70.18	70.00	2.68
C. Thomas Lowe Memorial Award	.56	136.00	48.82	184.22	1.16
Bill Mastin Memorial Awards	524.33		1,002.88	1,200.00	327.21
	\$ 1,241.10	\$ 1,513.00	\$ 6,170.25	\$6,527.66	\$ 2,396.69

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